AMENDMENT OF SOLICITATION	N/MODIFICATION OF	CONTRACT	. CONTE	CONTRACT ID CODE PAGE 0		PAGE OF PAGES
2. AMENDMENT/MODIFICATION NO. PO01	3. EFFECTIVE DATE 7-30-2010	4. REQUISITION/PU		ASE REQ. NO. 5. PROJECT NO. (If applied 1-10-0146		1 13 (If applicble)
6. ISSUED BY GSA, PROPERTY MANAGEMENT DIVIS MN/WI SERVICE CENTER 230 SOUTH DEARBORN STREET, SUIT CHICAGO IL 60604-1485 Brian Weiss Q79 312-886-4112	TE 3800	7. ADMINISTERED B See Block 6	3Y (If other	er than Item 6)	CODE	
B. NAME AND ADDRESS OF CONTRACTOR (No., stre ADA S. MCKINLEY COMMUNITY SERV 725 S. WELLS STREET	et, county, State and ZIP Code) ICES, INC. (b) (4)		(X)	9A. AMENDMENT OF SOLICIATION NO.  9B. DATED (SEE ITEM 11)		
CHICAGO IL 606074521						
(b) (4)			×	GS	ON OF CONTRACT/ -05P-09-SA-C-(	
c	FACILITY CODE		-	10B. DATED (SEE IT	EM 13) JUL 29, 2009	
11. THIS	ITEM ONLY APPLIES TO	AMENDMENTS (	OF SOL	ICITATIONS		
The above numbered solicitation is amended as solffers must acknowledge receipt of this amendment (a) By completing items 8 and 15, and returning or Ic) By separate letter or telegram which includes a PLACE DESIGNATED FOR THE RECEIPT OF OFFERS your desire to change an offer already submitted, suc amendment, and is received prior to the opening hour 12. ACCOUNTING AND APPROPIATION DATA (If required)	prior to the hour and date specified i copies of the amendment; (b reference to the solicitation and am PRIOR TO THE HOUR AND DATE SF In change may be made by telegram	n the solicitation or as a b) By acknowledging re- endment numbers. FAI	emended, ceipt of the LURE OF	by one of the follo- nis amendment on e YOUR ACKNOWLE CTION OF YOUR OF n or letter makes ref	wing methods: lach copy of the offe DGMENT TO BE RE- FER. If by virtue of ference to the solicit	er submitted; CEIVED AT THE
See Schedule					fication Amount: ligated Amount:	(b) (4)
13. TH	IIS ITEM ONLY APPLIES TO M MODIFIES THE CONTRACT/OF	ODIFICATION OF C	ONTRA	CTS/ORDERS.	gaitea i miteania	
B. THE ABOVE NUMBERED CONTRA appropriation date, etc.) SET FOR	PURSUANT TO: (Specify authority)  ACT/ORDER IS MODIFIED TO REFLE TH IN ITEM 14, PURSUANT TO THE NT IS ENTERED INTO PURSUANT T	THE CHANGES SET FO CT THE ADMINISTRATE E AUTHORITY OF FAR	ORTH IN	TEM 14 ARE MADE		
D. OTHER (Specify type of modificat FAR 52.222-43, Fair Labor	ion and authority) Standards Act and SCA- Pric	ce Adjustment				
E. IMPORTANT: Contractor 🗷 is not,					pies to the issu	ing office.
14. DESCRIPTION OF AMENDMENT/MODIFICATION GS05P09SAC0022, JANITORIAL AND RE WISCONSIN AVE, MILWUAKEE, WI, 532	ELATED SERVICES, FEDER	gs, including solicitation RAL BUILDING AN	/contract ID UNIT	subject matter wher TED STATES C	e feasible.) COURTHOUSE,	517 E.
ACT: 1B7E01364					ia.	
All items are effective August 1, 2010						
See Page 2-3 for Line Item Details See pages 4-13 for DOL Wage Determina	tion Number 2005-2581, Rev	/ 9, dated 06/15/20	010.			
Except as provided herein, ell terms and conditions o	f the document referenced in Item 9	A or 10A, as heretofor	e change	d, remains unchang	ed and in full force a	and effect.
15A. NAME AND TITLE OF SIGNER (Type or print)		16A. NAME AND TIT Brian Weiss, Co 312-886-4112	LE OF CC	NTRACTING OFFIC	ER (Type or print)	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	(b) (6)	05.44	nio t		6C. DATE SIGNED
(Signature of person authorized to sign)		(Sig	nature of	Contracting Officer	)	JUL 30, 2010

0002	SUPPLIES/SERVICES  (New Line Item)	QUANTITY	UNIT	UNIT PRICE \$	AMOUNT \$
0002					
	First Renewal Period , NISH Contract at WI0044ZZ Renewal of NISH Janitorial Contract at Federal Building and United States Courthouse, Milwaukee, WI for the period of 08/01/2010 through 07/31/2011.	1.00	LS	(b) (4)	
	Accounting and Appropriation Data:				
	(b) (4)				
	DELIVERY DATE: 07/31/2011				
	SHIP TO: PMSC, MN/WI Service Center				
	Wisconsin Field Office 517 E. Wisconsin Avenue, Room 232				
	Milwaukee WI 53202 FOB: Destination				
	Period of Performance: 08/01/2010 to 07/31/2011				
	2				
				26	
		15			
	1				

# GS05P09SAC0022, JANITORIAL AND RELATED SERVICES, FEDERAL BUILDING AND UNITED STATES COURTHOUSE, 517 E. WISCONSIN AVE, MILWUAKEE, WI, 53202.

### ACT: 1B7E01364

All items are effective August 1, 2010

- NISH NorthCentral's proposal, on behalf of Ada S. McKinley community Services dated June 25, 2010, for the service period of August 1, 2010 through July 31, 2011, is accepted effective August 1, 2010.
- The most recent wage determination, No. 2005-2581, Revision No. 9, Dated 06/15/2010, is incorporated into the contract.
- 3) This modification adjusts the total monthly price for the location as follows:

Effective August 1, 2010 to July 30, 2011, the new monthly price will be



4) The prices for additional hourly services are as follows:

Additional Services Hourly Productive: Additional Services Hourly Laborer Productive: Additional Services Hourly Supervisory:



- 5) The prices for Other Contract Line Item Services, as accepted in the base contract on Schedule B, are as follows:
  - 1. Carpet Cleaning by Extraction (per 100 Square Feet):
  - 2. Strip and apply 4 coats of Finish (per 100 Square Feet):
  - 3. Stripping and Sealing (per 100 Square Feet):
  - Wash Windows (per 22.5 SF Window: Job includes one side of building window.)
  - 5. N/A:
  - 6. Wash Blinds and coverings, (per each):
  - 7. Pressure Washing and Steam Cleaning (per 100SF):
  - Scrub and rinse loading docks, platforms, trash rooms, garage ramps and driveways (per 100 Square Feet):
  - 9. N/A:
  - 10. N/A:
  - 11. N/A:
  - 12. N/A:
  - 13. N/A:
  - 14. Laborer (per hour), Services for Misc. Labor:
  - 15. High Cleaning (per 100 Square Feet), 70 inches above floor surface:



WD 05-2581 (Rev.-9) was first posted on www.wdol.gov on 06/22/2010

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of Revision No.: 2005-2581
Director Wage Determinations Date Of Revision: 06/15/2010

State: Wisconsin

Area: Wisconsin Counties of Milwaukee, Ozaukee, Racine, Walworth, Washington, Waukesha

	++17	- Allertan III
OCCUPAN	**Fringe Benefits Required Follow the Occupational Listing**	
	ION CODE - TITLE FOOTNOTE	RATE
	Administrative Support And Clerical Occupations	-tri-take kodonta
	- Accounting Clerk I	13.81
	- Accounting Clerk II	15.51
	- Accounting Clerk III	17.91
	- Administrative Assistant	25.48
	- Court Reporter	18.57
	- Data Entry Operator I	11.37
	- Data Entry Operator II	13.07
	- Dispatcher, Motor Vehicle	18.54
	- Document Preparation Clerk	13.07
	- Duplicating Machine Operator	13.07
	- General Clerk I	12.15
	- General Clerk II	13.35
	- General Clerk III	14.98
	- Housing Referral Assistant	19.15
	- Messenger Courier	11.18
	- Order Clerk I	11.37
	- Order Clerk II	13.73
01261	- Personnel Assistant (Employment) I	15.78
	- Personnel Assistant (Employment) II	17.65
01263	- Personnel Assistant (Employment) III	19.68
	- Production Control Clerk	20.91
	- Receptionist	12.58
	- Rental Clerk	14.88
	- Scheduler, Maintenance	15.35
	- Secretary I	15.35
	- Secretary II	17.17
	- Secretary III	19.15
	- Service Order Dispatcher	17.32
	- Supply Technician	25.48
	- Survey Worker	18.54
	- Travel Clerk I	13.14
	- Travel Clerk II	14.20
	- Travel Clerk III	15.37
	- Word Processor I	13.00
	- Word Processor II	15.67
	- Word Processor III	16.79
	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	20.96
	- Automotive Electrician	21.18
OFOIO	- Automotive Glass Installer	20.38

	- Automotive Worker - Mobile Equipment Servicer	20.38
05130	- Motor Equipment Metal Mechanic	21.91
	- Motor Equipment Metal Worker	20.71
05190	- Motor Vehicle Mechanic	21.91
05220	- Motor Vehicle Mechanic Helper	17.85
	- Motor Vehicle Upholstery Worker	19.66
	- Motor Vehicle Wrecker	20.38
05310	- Painter, Automotive	21.18
05340	- Radiator Repair Specialist	20.38
05370	- Tire Repairer	16.09
05400	- Transmission Repair Specialist	21.91
07000 -	Food Preparation And Service Occupations	
07010	- Baker	11.25
07041	- Cook I	10.99
07042	- Cook II	11.91
	- Dishwasher	9.55
07130	- Food Service Worker	9.55
	- Meat Cutter	16.25
	- Waiter/Waitress	8.45
09000 -	Furniture Maintenance And Repair Occupations	
	- Electrostatic Spray Painter	18.80
	- Furniture Handler	14.12
	- Furniture Refinisher	18.80
	- Furniture Refinisher Helper	15.85
	- Furniture Repairer, Minor	17.45
	- Upholsterer	18.80
	General Services And Support Occupations	
	- Cleaner, Vehicles	9.60
	- Elevator Operator	10.90
	- Galdenel	17.48
	- Housekeeping Aide	11.28
	- Janitor	12.86
	- Laborer, Grounds Maintenance	14.66
	- Maid or Houseman	9.30
	- Pruner	13.58
	- Tractor Operator	14.72
	- Trail Maintenance Worker	14.66
	- Window Cleaner	13.75
	Health Occupations - Ambulance Driver	
	- Ambulance Driver - Breath Alcohol Technician	17.35
	- Certified Occupational Therapist Assistant	18.44
	- Certified Occupational Therapist Assistant - Certified Physical Therapist Assistant	19.39
	- Dental Assistant	19.66
	- Dental Hygienist	14.53 27.43
	- EKG Technician	22.46
	- Electroneurodiagnostic Technologist	22.46
12040	- Emergency Medical Technician	18.67
	- Licensed Practical Nurse I	17.86
	- Licensed Practical Nurse II	19.97
	- Licensed Practical Nurse III	22.27
	- Medical Assistant	14.43
	- Medical Laboratory Technician	16.74
	- Medical Record Clerk	15.32
	- Medical Record Technician	17.11
	- Medical Transcriptionist	16.17
	- Nuclear Medicine Technologist	33.06
12221	- Nursing Assistant I	10.38
	- Nursing Assistant II	11.67
12223	- Nursing Assistant III	12.73

		- Nursing Assistant IV		14.29
		- Optical Dispenser		15.69
		- Optical Technician		13.31
		- Pharmacy Technician		12.93
		- Phlebotomist		14.29
	12303	- Radiologic Technologist - Registered Nurse I		24.88
		- Registered Nurse II		24.44
		- Registered Nurse II, Specialist		29.90
		- Registered Nurse III		29.90 36.18
		- Registered Nurse III, Anesthetist		36.18
	12316	- Registered Nurse IV		43.36
	12317	- Scheduler (Drug and Alcohol Testing)		24.74
1	3000 -	Information And Arts Occupations		
		- Exhibits Specialist I		19.69
		- Exhibits Specialist II		22.04
		- Exhibits Specialist III		26.74
		- Illustrator I		17.91
		- Illustrator II		20.31
		- Illustrator III		24.08
		- Librarian		24.21
		- Library Aide/Clerk		12.43
		- Library Information Technology Systems		21.85
		strator		02 03 175/02
		- Library Technician - Media Specialist I		14.10
		- Media Specialist II		15.77
		- Media Specialist III		19.05
		- Photographer I		19.67 14.59
		- Photographer II		16.33
		- Photographer III		20.23
		- Photographer IV		24.75
		- Photographer V		29.94
		- Video Teleconference Technician		15.46
1		Information Technology Occupations		
	14041	- Computer Operator I		18.24
	14042	- Computer Operator II		20.43
		- Computer Operator III		22.80
		- Computer Operator IV		25.35
		- Computer Operator V		27.91
	14071	- Computer Programmer I	(see 1)	26.21
		- Computer Programmer II	(see 1)	
		- Computer Programmer III - Computer Programmer IV	(see 1)	
	14101	- Computer Frogrammer IV - Computer Systems Analyst I	(see 1)	
	14101	- Computer Systems Analyst II	(see 1)	
	14103	- Computer Systems Analyst III	(see 1) (see 1)	
	14150	- Peripheral Equipment Operator	(see 1)	18.24
		- Personal Computer Support Technician		25.35
1	5000 -	Instructional Occupations		23.33
		- Aircrew Training Devices Instructor (Non-Rated)		33.39
	15020	- Aircrew Training Devices Instructor (Rated)		39.07
	15030	- Air Crew Training Devices Instructor (Pilot)		44.48
	15050	- Computer Based Training Specialist / Instructor		33.39
	15060	- Educational Technologist		25.72
		- Flight Instructor (Pilot)		44.48
		- Graphic Artist		20.55
		- Technical Instructor		18.75
		- Technical Instructor/Course Developer		22.86
		- Test Proctor		16.88
	13120	- Tutor		16.88

16010	16000	Lounday, Day Classics, Day 1 D 1 D 1	
16030 - Counter Attendant	16000 -	- Assembler	
10.040 - Dry Cleamer   11.85     160700 - Finisher, Flatwork, Machine   9.17     160900 - Presser, Hand   9.17     161100 - Presser, Machine, Drycleaning   9.17     161100 - Presser, Machine, Shirts   9.17     161100 - Presser, Machine, Shirts   9.17     161200 - Tailor   12.70     16220 - Tailor   12.70     16220 - Tailor   12.70     16220 - Washer, Machine Operator   10.08     19000 - Machine Tool Operation And Repair Occupations   10.08     19000 - Machine Tool Operator (Tool Room)   21.94     19040 - Tool And Did Maker   22.83     19000 - Materials Handling And Packing Occupations   10.09     19000 - Materials Handling And Packing Occupations   12.20     12020 - Porklift Operator   20.91     12030 - Material Expeditor   20.91     12030 - Material Expeditor   20.91     12030 - Material Expeditor   20.91     12031 - Material Expeditor   20.91     12031 - Shipping Packer   12.84     12101 - Order Filler   12.84     12101 - Shipping Packer   13.25     12110 - Shipping Packer   13.25     12110 - Stock Clerk   14.11     12150 - Stock Clerk   14.11     12150 - Stock Clerk   14.11     12150 - Machanics And Maintenance And Repair Occupations   18.25     12100 - Machanics And Maintenance And Repair Occupations   22.52     12300 - Machanics And Maintenance And Repair Occupations   18.25     12300 - Machanics And Maintenance And Repair Occupations   22.52     12300 - Aircraft Mechanic II   23.64     12300 - Aircraft Morker   23.64     12310 - Fire Extinguisher Repairer   18.80     12310 - Fire Extinguisher Repairer   18.46     12310 - Fire Alarm Maintenance II   22.99     12310 - Fire Alarm Maintenance   23.310     12310 - Fire Extinguisher Repairer			
16070 - Finisher, Flatwork, Machine			
16090 - Presser, Hand			
16110 - Presser, Machine, Drycleaning			
16130 - Presser, Machine, Shirts       9.17         16160 - Presser, Machine, Wearing Apparel, Laundry       9.17         16290 - Sawing Machine Operator       12.70         16250 - Washer, Machine       10.08         19000 - Machine Tool Operator (Tool Room)       21.94         19000 - Machine Tool Operator (Tool Room)       21.94         19000 - Material Endding And Packing Occupations       3.83         21000 - Material Endding And Packing Occupations       20.91         21040 - Forklift Operator       20.91         21040 - Material Expediter       20.91         21050 - Material Expediter       20.91         21071 - Order Filler       12.84         21010 - Production Line Worker (Food Processing)       18.25         21110 - Shipping Facker       13.25         21110 - Shipping Facker       13.22         21110 - Stock Clerk       12.70         21140 - Warehouse Specialist       18.25         23010 - Mechanics And Maintenance And Repair Occupations       22.52         23001 - Mechanics And Maintenance And Repair Occupations       22.52         23001 - Aircraft Mechanic II       22.52         23002 - Aircraft Mechanic II       22.52         23003 - Aircraft Mechanic Helper       16.09         23050 - Aircraft Mechanic Helper </td <td></td> <td></td> <td></td>			
16160 - Presser, Machine, Wearing Apparel, Laundry   16190 - Sewing Machine Operator   12.70   16220 - Tailor   13.60   16250 - Washer, Machine   13.60   16250 - Washer, Machine   19000 - Machine Tool Operator (Tool Room)   21.94   19040 - Tool And Die Maker   28.83   21000 - Materials Handling And Packing Occupations   21.94   21.95   21			
16190 - Sewing Machine Operator       12,70         16220 - Washer, Machine       10.08         19000 - Machine Tool Operator (Tool Room)       21,94         19010 - Machine-Tool Operator (Tool Room)       21,94         19040 - Tool And Die Maker       28.83         21000 - Materials Handling And Packing Occupations       8         21020 - Forklift Operator       20,91         21040 - Material Expediter       20,91         21050 - Material Expediter       20,91         21050 - Material Handling Laborer       13,45         21071 - Order Filler       12,84         21080 - Production Line Worker (Food Processing)       18,25         21110 - Shipping Packer       13,22         21130 - Shipping/Receiving Clerk       12,70         21440 - Store Worker I       14,11         2150 - Tools And Parts Attendant       18,25         23010 - Warehouse Specialist       18,25         23000 - Mechanics And Maintenance And Repair Occupations       23021 - Aircraft Mechanic II         23001 - Aerospace Structural Welder       22,52         23021 - Aircraft Mechanic III       22,52         23021 - Aircraft Mechanic III       22,52         23022 - Aircraft Mechanic II       22,52         23023 - Aircraft Mechanic II       23,64     <			
16220 - Washer, Machine       13,60         19000 - Machine Tool Operation And Repair Occupations       19010 - Machine-Tool Operator (Tool Room)       21,94         19040 - Tool And Die Maker       28,83         21000 - Materials Handling And Packing Occupations       20020 - Forkliff Operator       18,25         21030 - Material Coordinator       20,91         21040 - Material Expediter       20,91         21051 - Order Filler       13,45         21071 - Order Filler       13,45         21080 - Production Line Worker (Food Processing)       18,25         21110 - Shipping Packer       13,22         21110 - Shipping Receiving Clerk       12,70         21140 - Store Worker I       14,11         2150 - Stock Clerk       17,81         21210 - Tools And Farts Attendant       18,25         21410 - Warehouse Specialist       18,25         23001 - Mechanics And Maintenance And Repair Occupations       22         23010 - Aerospace Structural Welder       22,52         23021 - Aircraft Mechanic II       22,52         23022 - Aircraft Mechanic III       23,64         23023 - Aircraft Mechanic Helper       16,82         23050 - Aircraft Servicer       18,74         23060 - Aircraft Worker       19,60         23110 - Ap			
16250 - Washer, Machine   10.00			
19010 - Machine Tool Operation And Repair Occupations   21.94     19040 - Tool And Die Maker   28.83     21000 - Materials Handling And Packing Occupations   21020 - Forkliff Operator   18.25     21030 - Material Coordinator   20.91     210410 - Material Expediter   20.91     210410 - Material Expediter   20.91     21050 - Material Handling Laborer   13.45     21071 - Order Filler   12.84     21080 - Production Line Worker (Food Processing)   18.25     21110 - Shipping Packer   12.70     21140 - Store Worker I   14.11     2150 - Stock Clerk   17.81     21210 - Tools And Parts Attendant   18.25     21210 - Tools And Parts Attendant   18.25     21210 - Warehouse Specialist   18.25     23000 - Mechanics And Maintenance And Repair Occupations   22.52     23001 - Aerospace Structural Welder   22.52     23021 - Aircraft Mechanic II   23.64     23022 - Aircraft Mechanic III   23.64     23030 - Aircraft Mechanic III   23.64     23040 - Aircraft Mechanic III   23.64     23050 - Aircraft Servicer   21.01     23060 - Aircraft Servicer   21.01     23060 - Aircraft Servicer   21.02     23100 - Appliance Mechanic III   23.64     23110 - Appliance Mechanic   21.87     23120 - Bicycle Repairer   21.01     23120 - Bicycle Repairer   22.53     23130 - Carpenter, Maintenance   22.53     23140 - Pier Extinguisher Repairer   22.53     23150 - Electrician, Maintenance II   21.81     23160 - Fire Alarm System Mechanic   32.99     23181 - Fuel Distribution System Mechanic   32.43     23311 - Fuel Distribution System Mechanic   32.43     23312 - General Maintenance Worker   38.60     23313 - Ground Support Equipment Mechanic   32.43     23313 - Ground Support Equipment Mechanic   32.43     23314 - Ground Support Equipment Worker   32.80     23315 - Gunsmith II   32.42     23331 - Gunsmith II   32.42     23332 - Gunsmith II   32.47     23430 - Heating, Ventilation And Air-Con			
19010 - Machine-Tool Operator (Tool Room)   21,94     19040 - Tool And Die Maker   28.83     21000 - Materials Handling And Packing Occupations   21020 - Forklift Operator   20.91     21030 - Material Coordinator   20.91     21040 - Material Expediter   20.91     21050 - Material Handling Laborer   13.45     21071 - Order Filler   12.84     21071 - Order Filler   12.84     21080 - Production Line Worker (Food Processing)   18.25     21110 - Shipping Packer   12.70     21140 - Shipping Packer   12.70     21140 - Store Worker I   14.11     21150 - Store Worker I   14.11     21150 - Stock Clerk   17.81     21210 - Tools And Parts Attendant   18.25     21410 - Warehouse Specialist   18.25     23000 - Mechanics And Maintenance And Repair Occupations     23001 - Aerospace Structural Welder   22.52     23002 - Aircraft Mechanic II   22.52     23022 - Aircraft Mechanic II   22.52     23023 - Aircraft Mechanic III   22.54     23040 - Aircraft Mechanic Helper   16.82     23050 - Aircraft Servicer   21.01     23060 - Aircraft Servicer   21.01     23060 - Aircraft Servicer   21.01     23060 - Aircraft Worker   19.60     23110 - Appliance Mechanic   28.57     23120 - Bicycle Repairer   26.57     23130 - Carpenter, Maintenance   21.87     23140 - Carpet Layer   22.53     23150 - Electrician, Maintenance   21.87     23160 - Electroics Technician Maintenance III   22.59     23183 - Electronics Technician Maintenance III   24.27     23260 - Fabric Worker   18.19     23183 - Electronics Technician Maintenance III   24.27     23260 - Fire Alarm System Mechanic   20.86     23310 - Fire Extinguisher Repairer   18.21     23311 - Fuel Distribution System Operator   22.50     23331 - Fuel Distribution System Operator   22.50     23331 - Ground Support Equipment Mechanic   21.45     23332 - Ground Support Equipment Worker   19.60     23332 - Ground Support Equipment Worker   19.60     23332 - Gunsmith II   20.42     23333 - Gunsmith II   20.42     23333 - Gunsmith III   20.42     23334 - Heating, Ventilation And Air-Conditioning   23			10.08
19040 - Tool And Die Maker   21000 - Materials Handling And Packing Occupations   21020 - Forklift Operator   18.25   21030 - Material Coordinator   20.91   21040 - Material Expeditor   20.91   21050 - Material Expeditor   20.91   21050 - Material Handling Laborer   12.84   21091 - Order Filler   12.84   21090 - Production Line Worker (Food Processing)   18.25   21110 - Shipping Packer   13.22   21130 - Shipping Packer   12.70   21440 - Store Worker I   14.11   21150 - Stock Clerk   17.81   21210 - Tools And Parts Attendant   18.25   23000 - Machanics And Maintenance And Repair Occupations   23010 - Aerospace Structural Welder   22.52   23021 - Aircraft Mechanic II   22.52   23022 - Aircraft Mechanic II   23.64   23040 - Aircraft, Painter   21.01   23.64   23.040 - Aircraft Mechanic III   23.64   23.050 - Aircraft Mechanic III   23.66   23.050 - Aircraft Worker   21.01   23.060 - Aircraft Worker   23.000 - 23.000 - Aircraft Morker   23.000 - 23.000 - Aircraft Morker   23.000 - 23.000 - 23.000 - Aircraft Morker   23.000 - 23.00	19000 -	Machine Tool Operation And Repair Occupations	22 27
21000 - Materials Handling And Packing Occupations   21020 - Forklift Operator   20.91   21040 - Material Coordinator   20.91   21050 - Material Expediter   20.91   21050 - Material Handling Laborer   13.45   21071 - Order Filler   12.84   21071 - Order Filler   12.84   21071 - Order Filler   12.84   21071 - Shipping Packer   13.22   21110 - Shipping Packer   13.22   21110 - Shipping/Receiving Clerk   12.70   21140 - Store Worker I   14.11   21150 - Stock Clerk   17.81   21210 - Tools And Parts Attendant   18.25   21410 - Warehouse Specialist   18.25   23000 - Mechanics And Maintenance And Repair Occupations   23000 - Aerospace Structural Welder   22.52   23002 - Aircraft Mechanic I   22.52   23022 - Aircraft Mechanic II   22.54   23022 - Aircraft Mechanic II   22.54   23022 - Aircraft Mechanic II   22.54   23020 - Aircraft Mechanic II   22.54   23020 - Aircraft Servicer   16.69   23100 - Aircraft Servicer   16.09   23120 - Aircraft Wechanic II   23.64   23060 - Aircraft Servicer   21.01   2360 - Aircraft Servicer   21.01   2360 - Aircraft Wechanic II   23.64   23000 - Aircraft Wechanic II   23.65   23021 - Aircraft Wechanic II   23.66   23120 - Bicycle Repairer   21.01   23.60   23120 - Bicycle Repairer   23.60   23120 - Aircraft Wechanic II   23.65   23130 - Aircraft Wechanic   23.65   23330 - Aircraf			
21020 - Forklift Operator   18.25			28.83
20.91	21000 -	Materials Handling And Packing Occupations	272 192 27
20140 - Material Expediter   20.91   21050 - Material Handling Laborer   13.45   21071 - Order Filler   12.84   21080 - Production Line Worker (Food Processing)   18.25   21110 - Shipping Packer   13.22   21130 - Shipping Packer   12.70   21140 - Store Worker I   14.11   21150 - Stock Clerk   17.81   21210 - Tools And Parts Attendant   18.25   23000 - Mechanics And Maintenance And Repair Occupations   23010 - Aerospace Structural Welder   22.52   23021 - Aircraft Mechanic I   22.52   23022 - Aircraft Mechanic II   22.52   23023 - Aircraft Mechanic III   23.64   23040 - Aircraft Servicer   16.82   23050 - Aircraft, Painter   21.01   23060 - Aircraft Worker   19.60   23110 - Appliance Mechanic Helper   16.82   23120 - Bicycle Repairer   16.09   23125 - Cable Splicer   28.57   23130 - Carpenter, Maintenance   21.87   23140 - arget Layer   22.53   23140 - Electroics Technician Maintenance I   22.87   23140 - Electroics Technician Maintenance II   22.99   23133 - Electronics Technician Maintenance III   24.27   23260 - Fabric Worker   19.60   23110 - Fire Extinguisher Repairer   18.21   23127 - Bicycle Repairer   19.19   23138 - Electronics Technician Maintenance II   22.99   23139 - Fire Alarm System Mechanic   20.86   23310 - Fire Extinguisher Repairer   18.21   23321 - Fuel Distribution System Mechanic   24.43   23312 - Fuel Distribution System Mechanic   22.50   23310 - General Maintenance Worker   19.60   23311 - Fuel Distribution System Mechanic   22.50   23311 - Fuel Distribution System Mechanic   23.39   23312 - General Maintenance Worker   19.60   23329 - Ground Support Equipment Mechanic   23.42   23329 - Ground Support Equipment Mechanic   23.39   23329 - Ground Support Equipment Mechanic   23.39   23320 - Ground Support Equipment Mechanic   23.39   23320 - Ground Support Equipment Mechanic   23.39   23322 - Ground Support Equipment Mechanic   23.39   23323 - Ground Support Equipment Mechanic   23.39   23324 - Ground Support Equipment Mechanic   23.39   23324 - Ground Support Equipment Mechanic   23.39			
21050 - Material Handling Laborer   12.45			
21071 - Order Filler   12.84			
21180 - Production Line Worker (Food Processing)   18.25			
21110 - Shipping Packer   13.22   21130 - Shipping/Receiving Clerk   12.70   21140 - Store Worker I   14.11   21150 - Stock Clerk   17.81   21210 - Tools And Parts Attendant   18.25   21410 - Warehouse Specialist   18.25   23000 - Mechanics And Maintenance And Repair Occupations   23010 - Aerospace Structural Welder   22.52   23021 - Aircraft Mechanic I   22.52   23021 - Aircraft Mechanic II   22.52   23022 - Aircraft Mechanic II   22.52   23023 - Aircraft Mechanic III   23.64   23040 - Aircraft Mechanic Helper   16.82   23050 - Aircraft Servicer   18.74   23080 - Aircraft Servicer   18.74   23080 - Aircraft Worker   19.60   23110 - Appliance Mechanic   18.80   23120 - Bicycle Repairer   16.09   23125 - Caple Splicer   28.57   23130 - Carpenter, Maintenance   21.87   23140 - Carpent Layer   22.53   23160 - Electrician, Maintenance   27.77   23181 - Electronics Technician Maintenance II   22.99   23182 - Electronics Technician Maintenance III   22.99   23183 - Electronics Technician Maintenance III   24.27   23260 - Fabric Worker   18.19   23391 - Fuel Distribution System Mechanic   24.43   23312 - Genund Support Equipment Mechanic   24.43   23312 - Genund Support Equipment Servicer   23390 - General Maintenance Worker   23390 - General Maintenance Worker   23391 - Gunsmith II   20.42   23393 - Gunsmith III   20.42   23393 - Gunsmith III   20.42   23391 - Gunsmith III   20.42   23393 - Gunsmith III   20.42   23391 - Gunsmith III   20.44   23391 - Gunsmith III   20.44   23391 - Guns			
21130 - Shipping/Receiving Clerk   12.70			
21140 - Store Worker I			
21150 - Stock Clerk   17.81   21210 - Tools And Parts Attendant   18.25   21410 - Warehouse Specialist   18.25   21410 - Warehouse Specialist   18.25   23000 - Mechanics And Maintenance And Repair Occupations   22.52   23021 - Aircraft Mechanic I   21.45   23022 - Aircraft Mechanic II   22.52   23023 - Aircraft Mechanic III   23.64   23040 - Aircraft Mechanic Helper   16.82   23050 - Aircraft Mechanic Helper   21.01   23.64   23050 - Aircraft Servicer   21.01   23060 - Aircraft Servicer   21.01   23080 - Aircraft Worker   21.01   23080 - Aircraft Worker   23110 - Appliance Mechanic   23120 - Bicycle Repairer   23125 - Cable Splicer   28.57   23130 - Carpenter, Maintenance   21.87   23140 - Carpet Layer   22.53   23160 - Electrician, Maintenance   21.87   23181 - Electronics Technician Maintenance II   22.99   23183 - Electronics Technician Maintenance III   22.99   23183 - Electronics Technician Maintenance III   24.27   23260 - Fabric Worker   23310 - Fire Extinguisher Repairer   23311 - Fuel Distribution System Mechanic   24.43   23312 - Fuel Distribution System Operator   22.50   23370 - General Maintenance Worker   23380 - Ground Support Equipment Mechanic   24.43   23312 - Fuel Distribution System Operator   22.50   23370 - General Maintenance Worker   23380 - Ground Support Equipment Mechanic   24.43   23312 - Gounsmith II   20.42   23391 - Gunsmith II   20.42   23393 - Gunsmith III			
21210 - Tools And Parts Attendant   18.25			
23100 - Warehouse Specialist   23000 - Mechanics And Maintenance And Repair Occupations   23010 - Aerospace Structural Welder   22.52   23021 - Aircraft Mechanic II   22.52   23022 - Aircraft Mechanic II   22.52   23023 - Aircraft Mechanic II   22.52   23023 - Aircraft Mechanic III   23.64   23040 - Aircraft Mechanic Helper   16.82   23050 - Aircraft Mechanic Helper   21.01   23060 - Aircraft Servicer   21.01   23080 - Aircraft Servicer   21.01   23080 - Aircraft Servicer   23110 - Appliance Mechanic   23120 - Bioycle Repairer   28.57   23130 - Carpenter, Maintenance   28.57   23130 - Carpenter, Maintenance   21.87   23140 - Carpet Layer   22.53   23160 - Electrician, Maintenance I   21.81   23182 - Electronics Technician Maintenance II   22.99   23183 - Electronics Technician Maintenance III   24.27   23260 - Fabric Worker   18.19   23290 - Fire Alarm System Mechanic   23310 - Fire Extinguisher Repairer   18.21   23310 - Fire Extinguisher Repairer   23310 - Fire Extinguisher Repairer   24.43   23312 - Fuel Distribution System Mechanic   24.33   23310 - General Maintenance Worker   2380 - Ground Support Equipment Mechanic   24.53   23390 - Gunsmith II   23382 - Ground Support Equipment Mechanic   23382 - Ground Support Equipment Mechanic   23382 - Ground Support Equipment Mechanic   23393 - Gunsmith II   20.42   23393 - Gunsmith II			
23000 - Mechanics And Maintenance And Repair Occupations   23010 - Aerospace Structural Welder   22.52   23021 - Aircraft Mechanic II   22.52   23022 - Aircraft Mechanic III   23.64   23040 - Aircraft Mechanic III   23.64   23040 - Aircraft Mechanic Helper   16.82   23050 - Aircraft Painter   21.01   23060 - Aircraft Servicer   18.74   23080 - Aircraft Servicer   18.74   23080 - Aircraft Wechanic Helper   19.60   23110 - Appliance Mechanic   18.80   23120 - Bicycle Repairer   16.09   23125 - Cable Splicer   28.57   23130 - Carpenter, Maintenance   21.87   23140 - Carpenter, Maintenance   27.77   23181 - Electronics Technician Maintenance II   22.99   23182 - Electronics Technician Maintenance III   22.99   23183 - Electronics Technician Maintenance III   24.27   23260 - Fabric Worker   18.19   23290 - Fire Alarm System Mechanic   23310 - Fire Extinguisher Repairer   23311 - Fuel Distribution System Mechanic   24.43   23312 - Fuel Distribution System Mechanic   24.43   23312 - Fuel Distribution System Operator   22.50   23370 - General Maintenance Worker   18.46   23381 - Ground Support Equipment Mechanic   24.45   23382 - Ground Support Equipment Mechanic   23381 - Ground Support Equipment Mechanic   23382 - Ground Support Equipment Mechanic   23382 - Ground Support Equipment Mechanic   23382 - Ground Support Equipment Mechanic   23393 - Gunsmith II   20.42   23393 - Gunsmith III   20			
23010 - Aerospace Structural Welder   22.52	21410	- Warehouse Specialist	18.25
23021 - Aircraft Mechanic I   22.52   23022 - Aircraft Mechanic II   22.52   23023 - Aircraft Mechanic III   23.64   23040 - Aircraft Mechanic Helper   16.82   23050 - Aircraft Mechanic Helper   16.82   23050 - Aircraft Servicer   18.74   23080 - Aircraft Servicer   18.74   23080 - Aircraft Worker   19.60   23110 - Appliance Mechanic   18.80   23120 - Bicycle Repairer   16.09   23125 - Cable Splicer   28.57   23130 - Carpenter, Maintenance   21.87   23140 - Carpet Layer   22.53   23160 - Electrician, Maintenance   27.77   23181 - Electronics Technician Maintenance II   22.99   23182 - Electronics Technician Maintenance III   24.27   23260 - Fabric Worker   18.19   23290 - Fire Alarm System Mechanic   23310 - Fire Extinguisher Repairer   23311 - Fuel Distribution System Operator   22.50   23370 - General Maintenance Worker   18.21   23312 - Fuel Distribution System Operator   22.50   23390 - Ground Support Equipment Mechanic   21.45   23381 - Ground Support Equipment Mechanic   21.45   23381 - Ground Support Equipment Mechanic   21.45   23392 - Gunsmith II   20.42   23393 - Gunsmith II   20.42   23.92   24.43			
23022 - Aircraft Mechanic III       22.52         23033 - Aircraft Mechanic III       23.64         23040 - Aircraft Mechanic Helper       16.82         23050 - Aircraft, Painter       21.01         23060 - Aircraft Servicer       18.74         2310 - Appliance Mechanic       18.80         23120 - Bicycle Repairer       16.09         23125 - Cable Splicer       28.57         23130 - Carpenter, Maintenance       21.87         23140 - Carpet Layer       22.53         23160 - Electrician, Maintenance       27.77         23181 - Electronics Technician Maintenance II       22.99         23183 - Electronics Technician Maintenance III       22.99         23183 - Electronics Technician Maintenance III       24.27         23260 - Fabric Worker       18.19         23290 - Fire Alarm System Mechanic       20.86         23310 - Fire Extinguisher Repairer       18.21         23311 - Fuel Distribution System Mechanic       24.43         23312 - Fuel Distribution System Mechanic       24.43         23370 - General Maintenance Worker       18.46         23381 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Mechanic       23.92			22.52
23023 - Aircraft Mechanic III			
23040 - Aircraft Mechanic Helper   16.82   23050 - Aircraft, Painter   21.01   23060 - Aircraft Servicer   18.74   23080 - Aircraft Worker   19.60   23110 - Appliance Mechanic   18.80   23120 - Bicycle Repairer   16.09   23125 - Cable Splicer   28.57   23130 - Carpenter, Maintenance   21.87   23140 - Carpet Layer   22.53   23160 - Electrician, Maintenance   27.77   23181 - Electronics Technician Maintenance   II   23182 - Electronics Technician Maintenance   II   22.99   23183 - Electronics Technician Maintenance   III   24.27   23260 - Fabric Worker   18.19   23290 - Fire Alarm System Mechanic   20.86   23310 - Fire Extinguisher Repairer   23311 - Fuel Distribution System Mechanic   24.43   23312 - Fuel Distribution System Operator   22.50   23370 - General Maintenance Worker   18.46   23380 - Ground Support Equipment Mechanic   23.381 - Ground Support Equipment Mechanic   23.382 - Ground Support Equipment Mechanic   23.382 - Ground Support Equipment Mechanic   23.382 - Ground Support Equipment Worker   19.60   23391 - Gunsmith II   20.42   23393 - Gunsmith II   20.42   23393 - Gunsmith II   20.42   23393 - Gunsmith III   22.72   23410 - Heating, Ventilation And Air-Conditioning   23.92   Mechanic   23.92			22.52
23050 - Aircraft, Painter       21.01         23060 - Aircraft Servicer       18.74         23080 - Aircraft Worker       19.60         23110 - Appliance Mechanic       18.80         23120 - Bicycle Repairer       16.09         23125 - Cable Splicer       28.57         23130 - Carpenter, Maintenance       21.87         23140 - Carpet Layer       22.53         23160 - Electrician, Maintenance       27.77         23181 - Electronics Technician Maintenance II       22.99         23183 - Electronics Technician Maintenance III       24.27         23260 - Fabric Worker       18.19         23290 - Fire Alarm System Mechanic       20.86         23310 - Fire Extinguisher Repairer       18.21         23311 - Fuel Distribution System Mechanic       24.43         23312 - Fuel Distribution System Operator       22.50         23370 - General Maintenance Worker       18.46         23380 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Worker       19.60         23391 - Gunsmith I       20.42         23392 - Gunsmith II       20.42         23393 - Gunsmith III       20.42         23393 - Gunsmith III			23.64
23060 - Aircraft Servicer       18.74         23080 - Aircraft Worker       19.60         23110 - Appliance Mechanic       18.80         23120 - Bicycle Repairer       16.09         23125 - Cable Splicer       28.57         23130 - Carpenter, Maintenance       21.87         23140 - Carpet Layer       22.53         23160 - Electrician, Maintenance       27.77         23181 - Electronics Technician Maintenance II       22.99         23183 - Electronics Technician Maintenance III       24.27         23260 - Fabric Worker       18.19         23290 - Fire Alarm System Mechanic       20.86         23310 - Fire Extinguisher Repairer       18.21         23311 - Fuel Distribution System Mechanic       24.43         23312 - Fuel Distribution System Operator       22.50         23370 - General Maintenance Worker       18.46         23381 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Servicer       18.74         23392 - Gunsmith I       20.42         23393 - Gunsmith II       20.42         23393 - Gunsmith III       20.42         23410 - Heating, Ventilation And Air-Conditioning       23.92			16.82
23080 - Aircraft Worker   19.60			21.01
23110 - Appliance Mechanic       18.80         23120 - Bicycle Repairer       16.09         23125 - Cable Splicer       28.57         23130 - Carpenter, Maintenance       21.87         23140 - Carpet Layer       22.53         23160 - Electrician, Maintenance       27.77         23181 - Electronics Technician Maintenance II       22.99         23183 - Electronics Technician Maintenance III       22.99         23183 - Electronics Technician Maintenance III       24.27         23260 - Fabric Worker       18.19         23290 - Fire Alarm System Mechanic       20.86         23310 - Fire Extinguisher Repairer       18.21         23311 - Fuel Distribution System Mechanic       24.43         23312 - Fuel Distribution System Operator       22.50         23370 - General Maintenance Worker       18.46         23380 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Servicer       18.74         23382 - Ground Support Equipment Worker       19.60         23391 - Gunsmith I       20.42         23393 - Gunsmith II       20.42         23393 - Gunsmith III       20.42         23410 - Heating, Ventilation And Air-Conditioning       23.92			18.74
23120 - Bicycle Repairer       16.09         23125 - Cable Splicer       28.57         23130 - Carpenter, Maintenance       21.87         23140 - Carpet Layer       22.53         23160 - Electrician, Maintenance       27.77         23181 - Electronics Technician Maintenance II       22.99         23182 - Electronics Technician Maintenance III       22.99         23183 - Electronics Technician Maintenance III       24.27         23260 - Fabric Worker       18.19         23290 - Fire Alarm System Mechanic       20.86         23310 - Fire Extinguisher Repairer       18.21         23311 - Fuel Distribution System Mechanic       24.43         23312 - Fuel Distribution System Operator       22.50         23370 - General Maintenance Worker       18.46         23380 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Servicer       18.74         23382 - Ground Support Equipment Worker       19.60         23391 - Gunsmith II       20.42         23393 - Gunsmith III       20.42         23391 - Heating, Ventilation And Air-Conditioning       23.92			
23125 - Cable Splicer       28.57         23130 - Carpenter, Maintenance       21.87         23140 - Carpet Layer       22.53         23160 - Electrician, Maintenance       27.77         23181 - Electronics Technician Maintenance II       21.81         23182 - Electronics Technician Maintenance III       22.99         23183 - Electronics Technician Maintenance III       24.27         23260 - Fabric Worker       18.19         23290 - Fire Alarm System Mechanic       20.86         23310 - Fire Extinguisher Repairer       18.21         23311 - Fuel Distribution System Mechanic       24.43         23312 - Fuel Distribution System Operator       22.50         23370 - General Maintenance Worker       18.46         23380 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Servicer       18.74         23382 - Ground Support Equipment Worker       19.60         23391 - Gunsmith I       20.42         23392 - Gunsmith II       20.42         23393 - Gunsmith III       20.42         23410 - Heating, Ventilation And Air-Conditioning       23.92			18.80
23130 - Carpenter, Maintenance       21.87         23140 - Carpet Layer       22.53         23160 - Electrician, Maintenance       27.77         23181 - Electronics Technician Maintenance II       21.81         23182 - Electronics Technician Maintenance III       22.99         23183 - Electronics Technician Maintenance III       24.27         23260 - Fabric Worker       18.19         23290 - Fire Alarm System Mechanic       20.86         23310 - Fire Extinguisher Repairer       18.21         23311 - Fuel Distribution System Mechanic       24.43         23312 - Fuel Distribution System Operator       22.50         23370 - General Maintenance Worker       18.46         23381 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Servicer       18.74         23392 - Gunsmith I       19.60         23391 - Gunsmith II       20.42         23392 - Gunsmith III       20.42         23410 - Heating, Ventilation And Air-Conditioning       23.92         Mechanic       23.92			
23140 - Carpet Layer       22.53         23160 - Electrician, Maintenance       27.77         23181 - Electronics Technician Maintenance I       21.81         23182 - Electronics Technician Maintenance II       22.99         23183 - Electronics Technician Maintenance III       24.27         23260 - Fabric Worker       18.19         23290 - Fire Alarm System Mechanic       20.86         23310 - Fire Extinguisher Repairer       18.21         23311 - Fuel Distribution System Mechanic       24.43         23312 - Fuel Distribution System Operator       22.50         23370 - General Maintenance Worker       18.46         23380 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Servicer       18.74         23392 - Ground Support Equipment Worker       19.60         23391 - Gunsmith I       20.42         23392 - Gunsmith II       20.42         23393 - Gunsmith III       20.42         23410 - Heating, Ventilation And Air-Conditioning       23.92			28.57
23160 - Electrician, Maintenance       27.77         23181 - Electronics Technician Maintenance I       21.81         23182 - Electronics Technician Maintenance II       22.99         23183 - Electronics Technician Maintenance III       24.27         23260 - Fabric Worker       18.19         23290 - Fire Alarm System Mechanic       20.86         23310 - Fire Extinguisher Repairer       18.21         23311 - Fuel Distribution System Mechanic       24.43         23312 - Fuel Distribution System Operator       22.50         23370 - General Maintenance Worker       18.46         23381 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Servicer       18.74         23382 - Ground Support Equipment Worker       19.60         23391 - Gunsmith I       20.42         23393 - Gunsmith II       20.42         23393 - Gunsmith III       22.72         23410 - Heating, Ventilation And Air-Conditioning       23.92			
23181 - Electronics Technician Maintenance I 23182 - Electronics Technician Maintenance II 22.99 23183 - Electronics Technician Maintenance III 24.27 23260 - Fabric Worker 18.19 23290 - Fire Alarm System Mechanic 20.86 23310 - Fire Extinguisher Repairer 18.21 23311 - Fuel Distribution System Mechanic 24.43 23312 - Fuel Distribution System Operator 22.50 23370 - General Maintenance Worker 18.46 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23381 - Ground Support Equipment Worker 23382 - Ground Support Equipment Worker 23393 - Gunsmith I 23393 - Gunsmith II 23393 - Gunsmith II 23394 - Heating, Ventilation And Air-Conditioning 23.92 Mechanic		* -	
23182 - Electronics Technician Maintenance II       22.99         23183 - Electronics Technician Maintenance III       24.27         23260 - Fabric Worker       18.19         23290 - Fire Alarm System Mechanic       20.86         23310 - Fire Extinguisher Repairer       18.21         23311 - Fuel Distribution System Mechanic       24.43         23312 - Fuel Distribution System Operator       22.50         23370 - General Maintenance Worker       18.46         23380 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Servicer       18.74         23382 - Ground Support Equipment Worker       19.60         23391 - Gunsmith I       20.42         23393 - Gunsmith III       20.42         23393 - Gunsmith III       22.72         23410 - Heating, Ventilation And Air-Conditioning       23.92			
23183 - Electronics Technician Maintenance III       24.27         23260 - Fabric Worker       18.19         23290 - Fire Alarm System Mechanic       20.86         23310 - Fire Extinguisher Repairer       18.21         23311 - Fuel Distribution System Mechanic       24.43         23312 - Fuel Distribution System Operator       22.50         23370 - General Maintenance Worker       18.46         23380 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Servicer       18.74         23382 - Ground Support Equipment Worker       19.60         23391 - Gunsmith I       18.66         23392 - Gunsmith II       20.42         23393 - Gunsmith III       22.72         23410 - Heating, Ventilation And Air-Conditioning       23.92         Mechanic       39.92			
23260 - Fabric Worker       18.19         23290 - Fire Alarm System Mechanic       20.86         23310 - Fire Extinguisher Repairer       18.21         23311 - Fuel Distribution System Mechanic       24.43         23312 - Fuel Distribution System Operator       22.50         23370 - General Maintenance Worker       18.46         23380 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Servicer       18.74         23382 - Ground Support Equipment Worker       19.60         23391 - Gunsmith I       18.66         23392 - Gunsmith II       20.42         23393 - Gunsmith III       22.72         23410 - Heating, Ventilation And Air-Conditioning       23.92         Mechanic       3.92			
23290 - Fire Alarm System Mechanic 23310 - Fire Extinguisher Repairer 23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith III 23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning 23.92 Mechanic			
23310 - Fire Extinguisher Repairer       18.21         23311 - Fuel Distribution System Mechanic       24.43         23312 - Fuel Distribution System Operator       22.50         23370 - General Maintenance Worker       18.46         23380 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Servicer       18.74         23382 - Ground Support Equipment Worker       19.60         23391 - Gunsmith I       20.42         23393 - Gunsmith II       20.42         23393 - Gunsmith III       22.72         23410 - Heating, Ventilation And Air-Conditioning       23.92         Mechanic       39.92			
23311 - Fuel Distribution System Mechanic 23312 - Fuel Distribution System Operator 23370 - General Maintenance Worker 23380 - Ground Support Equipment Mechanic 23381 - Ground Support Equipment Servicer 23382 - Ground Support Equipment Worker 23391 - Gunsmith I 23392 - Gunsmith II 23393 - Gunsmith III 23410 - Heating, Ventilation And Air-Conditioning 24.43 24.43 22.50 2			
23312 - Fuel Distribution System Operator       22.50         23370 - General Maintenance Worker       18.46         23380 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Servicer       18.74         23382 - Ground Support Equipment Worker       19.60         23391 - Gunsmith I       18.66         23392 - Gunsmith II       20.42         23393 - Gunsmith III       22.72         23410 - Heating, Ventilation And Air-Conditioning       23.92         Mechanic       23.92			
23370 - General Maintenance Worker       18.46         23380 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Servicer       18.74         23382 - Ground Support Equipment Worker       19.60         23391 - Gunsmith I       18.66         23392 - Gunsmith II       20.42         23393 - Gunsmith III       22.72         23410 - Heating, Ventilation And Air-Conditioning       23.92         Mechanic			24.43
23380 - Ground Support Equipment Mechanic       21.45         23381 - Ground Support Equipment Servicer       18.74         23382 - Ground Support Equipment Worker       19.60         23391 - Gunsmith I       18.66         23392 - Gunsmith II       20.42         23393 - Gunsmith III       22.72         23410 - Heating, Ventilation And Air-Conditioning       23.92         Mechanic       3.92			
23381 - Ground Support Equipment Servicer       18.74         23382 - Ground Support Equipment Worker       19.60         23391 - Gunsmith I       18.66         23392 - Gunsmith II       20.42         23393 - Gunsmith III       22.72         23410 - Heating, Ventilation And Air-Conditioning       23.92         Mechanic       23.92			
23382 - Ground Support Equipment Worker 19.60 23391 - Gunsmith I 18.66 23392 - Gunsmith II 20.42 23393 - Gunsmith III 22.72 23410 - Heating, Ventilation And Air-Conditioning 23.92 Mechanic			
23391 - Gunsmith I 18.66 23392 - Gunsmith II 20.42 23393 - Gunsmith III 22.72 23410 - Heating, Ventilation And Air-Conditioning 23.92 Mechanic	23381	- Ground Support Equipment Servicer	
23392 - Gunsmith II 23393 - Gunsmith III 22.72 23410 - Heating, Ventilation And Air-Conditioning Mechanic 23.92			19.60
23393 - Gunsmith III 22.72 23410 - Heating, Ventilation And Air-Conditioning 23.92 Mechanic			
23410 - Heating, Ventilation And Air-Conditioning 23.92 Mechanic			
Mechanic			
			23.92
23411 - Heating, Ventilation And Air Contditioning 25.07			
	23411	- Heating, Ventilation And Air Contditioning	25.07

Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.48
23440 - Heavy Equipment Operator	25.20
23460 - Instrument Mechanic	22.03
23465 - Laboratory/Shelter Mechanic	21.52
23470 - Laborer	11.71
23510 - Locksmith	18.80
23530 - Machinery Maintenance Mechanic	23.83
23550 - Machinist, Maintenance	19.45
23580 - Maintenance Trades Helper	15.85
23591 - Metrology Technician I	22.03
23592 - Metrology Technician II	23.13
23593 - Metrology Technician III	24.29
23640 - Millwright	27.68
23710 - Office Appliance Repairer	19.84
23760 - Painter, Maintenance	19.35
23790 - Pipefitter, Maintenance	28.86
23810 - Plumber, Maintenance	25.26
23820 - Pneudraulic Systems Mechanic 23850 - Rigger	22.72
23870 - Scale Mechanic	23.54
23890 - Sheet-Metal Worker, Maintenance	20.42
23910 - Small Engine Mechanic	25.35
23931 - Telecommunications Mechanic I	18.09 21.16
23932 - Telecommunications Mechanic II	24.98
23950 - Telephone Lineman	24.98
23960 - Welder, Combination, Maintenance	20.74
23965 - Well Driller	22.72
23970 - Woodcraft Worker	22.72
23980 - Woodworker	16.65
24000 - Personal Needs Occupations	10.05
24570 - Child Care Attendant	12.68
24580 - Child Care Center Clerk	17.09
24610 - Chore Aide	9.61
24620 - Family Readiness And Support Services	14.84
Coordinator	
24630 - Homemaker	18.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.76
25040 - Sewage Plant Operator	21.47
25070 - Stationary Engineer	20.76
25190 - Ventilation Equipment Tender	17.06
25210 - Water Treatment Plant Operator	21.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.62
27007 - Baggage Inspector	14.41
27008 - Corrections Officer	19.94
27010 - Court Security Officer 27030 - Detection Dog Handler	20.97
27040 - Detention Officer	18.64
27070 - Firefighter	19.94
27101 - Guard I	20.89
27101 - Guard II	14.41 18.64
27131 - Police Officer I	27.10
27132 - Police Officer II	30.11
28000 - Recreation Occupations	20.11
28041 - Carnival Equipment Operator	10.34
28042 - Carnival Equipment Repairer	10.88
28043 - Carnival Equpment Worker	8.62
28210 - Gate Attendant/Gate Tender	13.13
28310 - Lifeguard	11.70
	11.0

28350	- Park Attendant (Aide)	14 60
	- Recreation Aide/Health Facility Attendant	14.69
	- Recreation Specialist	14.52 17.57
	- Sports Official	11.70
28690	- Swimming Pool Operator	19.18
29000 -	Stevedoring/Longshoremen Occupational Services	
	- Blocker And Bracer	20.22
	- Hatch Tender	20.22
	- Line Handler	20.22
	- Stevedore I	19.76
	- Stevedore II	21.30
	Technical Occupations	
30010	- Air Traffic Control Specialist, Center (HFO) (see 2) - Air Traffic Control Specialist, Station (HFO) (see 2)	35.15
30012	- Air Traffic Control Specialist, Station (HFO) (see 2)	24.66
30021	- Archeological Technician I	26.69
30022	- Archeological Technician II	16.89 18.25
	- Archeological Technician III	23.42
	- Cartographic Technician	24.22
	- Civil Engineering Technician	20.97
	- Drafter/CAD Operator I	16.90
30062	- Drafter/CAD Operator II	18.90
30063	- Drafter/CAD Operator III	21.10
	- Drafter/CAD Operator IV	25.94
	- Engineering Technician I	16.66
30082	- Engineering Technician II	18.71
30083	- Engineering Technician III	20.96
	- Engineering Technician IV	25.93
	- Engineering Technician V	31.73
	- Engineering Technician VI	38.36
	- Environmental Technician	20.47
	- Laboratory Technician - Mathematical Technician	21.16
	- Paralegal/Legal Assistant I	25.93
	- Paralegal/Legal Assistant II	19.24 24.79
	- Paralegal/Legal Assistant III	30.34
	- Paralegal/Legal Assistant IV	36.70
	- Photo-Optics Technician	25.93
	- Technical Writer I	21.06
30462	- Technical Writer II	25.76
30463	- Technical Writer III	31.17
30491	- Unexploded Ordnance (UXO) Technician I	22.34
30492	- Unexploded Ordnance (UXO) Technician II	27.03
	- Unexploded Ordnance (UXO) Technician III	32.40
	- Unexploded (UXO) Safety Escort	22.34
30495	- Unexploded (UXO) Sweep Personnel	22.34
	- Weather Observer, Combined Upper Air Or (see 2)	22.98
	ce Programs - Weather Observer, Senior (see 2)	05 50
	- Weather Observer, Senior (see 2) Transportation/Mobile Equipment Operation Occupations	25.53
	- Bus Aide	10 45
	- Bus Driver	12.45 18.86
	- Driver Courier	15.44
	- Parking and Lot Attendant	9.79
	- Shuttle Bus Driver	15.39
	- Taxi Driver	10.98
	- Truckdriver, Light	14.95
31362	- Truckdriver, Medium	19.55
	- Truckdriver, Heavy	22.78
	- Truckdriver, Tractor-Trailer	22.78
99000 -	Miscellaneous Occupations	

99030 - Cashier	9.02
99050 - Desk Clerk	10.48
99095 - Embalmer	24.26
99251 - Laboratory Animal Caretaker I	10.34
99252 - Laboratory Animal Caretaker II	11.37
99310 - Mortician	26.69
99410 - Pest Controller	16.51
99510 - Photofinishing Worker	13.47
99710 - Recycling Laborer	19.48
99711 - Recycling Specialist	21.25
99730 - Refuse Collector	16.10
99810 - Sales Clerk	13.11
99820 - School Crossing Guard	11.06
99830 - Survey Party Chief	21.04
99831 - Surveying Aide	13.94
99832 - Surveying Technician	19.15
99840 - Vending Machine Attendant	14.81
99841 - Vending Machine Repairer	16.91
99842 - Vending Machine Repairer Helper	14.81
COLORED STATE OF THE STATE OF T	14.01

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.50 per hour or \$140.00 per week or \$606.67 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

# THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

## \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

AMENDMENT (	OF SOLICITATION/MO	DIFICATION OF	CONTRACT	1. CONTRACT ID CODE PAGE OF		PAGE OF PAGES	
2. AMENDMENT/MODIFIC	ATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PU	JRCHASE	ASE REQ. NO. 5. PROJECT NO. (If applicable		(If applicable)
6. ISSUED BY	PA02	JUL 30, 2010					**************************************
GSA, PROPERTY I	BORN STREET, SUITE 380 4-1485		7. ADMINISTERED See Block 6	BY (If othe	er than Item 6)	CODE	
8. NAME AND ADDRESS (	OF CONTRACTOR (No., street, cour	nty, State and ZIP Code)		(X)	9A. AMENDMENT	OF SOLICIATION I	NO.
725 S. WELLS STR CHICAGO IL 60607		inc. (b) (4)			9B. DATED (SEE IT	EM 11)	
					10A. MODIFICATIO GS-	ON OF CONTRACT	
(b) (4)				×	AND DATED (SEE 175		
	FAC	CILITY CODE		-	10B. DATED (SEE ITE	JUL 29, 2009	a
	- Don't Charles and Charles	ONLY APPLIES TO	AMENDMENTS	OF SOI	ICITATIONS	00110, 2000	
(a)By completing items 8 or (c) By separate letter of PLACE DESIGNATED FOR your desire to change an emendment, and is received.	receipt of this amendment prior to and 15, and returning retelegram which includes a referent THE RECEIPT OF OFFERS PRIOR TO offer already submitted, such changed prior to the opening hour and data received.	copies of the amendment; (b) ce to the solicitation and ame TO THE HOUR AND DATE SP e may be made by telegram of	) By acknowledging re indment numbers. FA ECIFIED MAY RESULT	eceipt of the	his amendment on e YOUR ACKNOWLED	ach copy of the off DGMENT TO BE RE FER. If by virtue of erence to the solici	ECEIVED AT THE of this amendment tation and this
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NO. II	CHANGE ORDER IS ISSUED PURSUN ITEM 10A.  ABOVE NUMBERED CONTRACT/OR	6 230			H 1 (1725-11)		
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Modification.						9	9
No other changes ar	re made to the contract.						
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	n, all terms and conditions of the do OF SIGNER (Type or print)	ocument referenced in Item 9.	A or 10A, as heretofo 16A. NAME AND TI Brian Weiss, Co	TLE OF CO	ONTRACTING OFFIC		and effect.
15B. CONTRACTOR/OF	FEROR	LEC DATE COM-	312-886-4112 (b) (6)				100 5175 55
. 35, 55, 111101010101		15C. DATE SIGNED	(D) (O)				16C. DATE SIGNI
(Signature of	of person authorized to sign)						JUL 30, 20

AMENDMENT OF SOLICITATIO	N/MODIFICATION	OF CONTRACT	1. Contract ID C	Page of Pages	
2. AMENDMENT MODIFICATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PURC	RCHASE REQ. NO. 5. PROJECT NO. (if applicable		
PS03	OCT 01, 2010	5PSSE-1	11-0068		ok oo oo teenoo
6. ISSUED BY GSA, PROPERTY MANAGEMENT DIVISION MNWI SERVICE CENTER 230 SOUTH DEARBORN STREET, SUITE 3800 CHICAGO IL 60604-1485 Brian Weiss 312-886-4112	99000511	7. ADMINISTERED BY See Block 6	(If other than item 6)	CODE	Section and
8. NAME AND ADDRESS OF CONTRACTORY (N		d ZIP Code)	x) 9A. AMENDMI	ENT OF SOLICITATI	ON NO.
ADA S. MCKINLEY COMMUNITY SERVICES, INC 725 S. WELLS STREET	(b) (4)	(/	~)		
CHICAGO IL 606074521			OR DATED (C	EE ITEM AN	
			9B. DATED (S	CETIEM II)	
		-	10A. MODIFIC	ATION OF CONTRA	CT/ORDER NO.
		\		GS-05P-09-SA-C-0	
(b) (4)			10B. DATED (	SEE ITEM 13)	
CODE (	FACILITY CODE		JUL	29, 2009	
11. Th	IS ITEM ONLY APPLIES T	O AMENDMENTS OF SO	LICITATIONS		
The above numbered solicitation is amended offers must acknowledge receipt of this amendment (a) By completing items 8 and 15, and returning or (c) By separate letter or telegram which includes RECEIVED AT THE PLACE DESIGNATED FOR TYOUR OFFER. If by virtue of this amendment your telegram or letter makes reference to the solicitation 12. ACCOUNTING AND APPROPRIATION DATA See Schedule  13. THIS ITEM ONLY APPLIES TO MODIFICATION ORDER NO. IN ITEM 10A.  B. THE ABOVE NUMBERED CONFIGURATION OFFICE OFFICE, appropriation date, etc.  C. THIS SUPPLEMENTAL AGREMUTUAL AGREMUTUA	at prior to the hour and date scopies of amendment; a reference to the solicitation HE RECEIPT OR OFFERS I desire to change an offer air and this amendment, and in (If required)  FION OF CONTRACTS/ORD  SUANT TO: (Specify author)  ONTRACT/ORDER IS MODING SET FORTH IN ITEM 14, FEEMENT IS ENTERED INTO the Parties	specified in the solicitation (b) By acknowledging recein and amendment number PRIOR TO THE HOUR AN eady submitted, such chas received prior to the open of the company of the company of the changes set in the company of the company	or as amended, by eipt of this amendments. FAILURE OF YOND DATE SPECIFIED inge may be made be ening hour and date:  Modifica  CONTRACT/ORDE  FORTH IN ITEM 14  ADMINISTRATIVE (HORITY OF FAR 43)	one of the following not on each copy of the UR ACKNOWLEDGID MAY RESULT IN Ity telegram or letter, proceedings of the Modification American Obligated American Obligated American Obligated In The CHANGES (such as	ne offer submitted; MENT TO BE REJECTION OF provided each  ount: (b) (4)  ED IN ITEM 14.  CONTRACT
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14. DESCRIPTION OF AMENDMENT/MODIFICA See Supplementary Page.					feasible)
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Except as provided herein, all terms and conditions of the docu 15A. NAME AND TITLE OF SIGNER (Type or print	) intent referenced in item 9A or 10A.	16A. NAME AND TIT	LE OF CONTRACT		or print)
George Jones J	· Executive Discor	Brian Weiss, Conf	tracting Officer		
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNE	D 1111 006 11111 1	rian Hoino@goo g	16C. DATE SIG	GNED
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STANDARD FORM 30. (Rev. 10-83) Prescribed by GSA FAR (48 CFR) 53.243

# Supplementary Page

Describitori di Modification/Afficialifeti	Modification/Amendment:	Description of
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See Pages 4-8.

History States	SCHEDULE Cor				
TEM NO.	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE \$	AMOUNT \$
	Snow removal services at the Milwaukee Federal Courthouse (WI0044ZZ)for services rendered in the months of October 2010 through April, 2011	GETALLIST ON	IA JA DI	EMAL TOUR RECENT	MIS MA
0003	Monthly price for comprehensive snow removal services for all snowfalls with the exception of hauling of snow off-site.	7.00	LS	(b) (4)	
	Accounting and Appropriation Data:		Marin Charles	To be seen and	
	(b) (4)				
	DELIVERY DATE: 07/31/2011 SHIP TO:		100.1	The second second	
	PMSC, MN/WI Service Center Wisconsin Field Office	interest new new	MARKET IN		DATE:
	517 E. Wisconsin Avenue, Room 232 Milwaukee WI 53202	of a mar last			
	FOB: Destination Period of Performance: 10/01/2010 to 04/30/2011	ng manibe it to Lipscontain lave	artini -	The second of the second	14 140
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GS05P09SAC0022, JANITORIAL AND RELATED SERVICES, FEDERAL BUILDING AND UNITED STATES COURTHOUSE, 517 E. WISCONSIN AVE, MILWUAKEE, WI, 53202. ACT: 1B7E01364

Changes are effective October 1, 2010

 NISH NorthCentral's proposal, on behalf of Ada S. McKinley Community Services dated November 5, 2010, to provide snow removal services for the service period of October 1, 2010 through April 30 2011, is accepted effective October 1, 2010.

C.4.3 SNOW REMOVAL is revised as follows (revisions or additions to current language are in red underline.)

#### C.4.3 SNOW AND ICE REMOVAL

The Contractor shall perform snow and ice removal standard services for the snow and ice removal program. Snow and ice removal from entrances, steps, landings, sidewalks, vehicular courts, driveways, plaza areas, roadways, parking areas, handicapped accessibility areas and approaches within the property lines of Federal property are included in the standard service price. This includes snow and ice removal requiring heavy equipment (ride-on equipment such as front end loaders, backhoes, bobcats, snow plows, etc.) Note: removal of piled snow from the property is not included and is priced as a line item in Schedule B.

The contractor shall maintain a Snow Removal Log listing for all snow events regardless of building operating status. The Log shall contain, at a minimum, the date of snowfall, depth of snowfall, services provided and equipment used and the (sub)contractor performing the service. A copy of this Log shall be presented to the COR at the end of each month and upon demand.

A\_1 On days the building is open the Contractor shall clear snow and ice **before** the normal building operating hours to prevent a slip hazard. This includes snow clearing before normal building hours that requires heavy equipment to prepare the building for opening. Sidewalks, driveways, side entrances and bus stops must be kept passable in the evening through 8:00 pm. In the event of overnight snowfall areas shall be clear no later than 7:00 am. The Contractor shall clear snow and ice **during** normal building operating hours and is authorized to divert work to accomplish the task. The Contractor shall notify the COR of the diversion within 30 minutes The COR retains the right to determine what type of services and the duration of diverted services for the removal of snow and ice.

A.2 On days the building is not open, the Contractor shall clear sidewalks, driveways, side entrances and bus stops within 4 hours of a snowfall event to keep areas passable and prevent a slip hazard, but shall not be required to continue to clear snow beyond 8:00 pm. In the event of overnight snowfall preceding days when the building is not open, sidewalks, driveways, side entrances and bus stops shall be clear to prevent a slip hazard no later than 7:00 am or 4 hours following the snow event, Whichever is later.

B. The GSA Ordering Official may order additional snow and ice removal services outside of standard services included in this section. The order shall reflect the days and hours required for snow and ice removal.

C. The Contractor shall submit a detailed snow removal plan that meets the needs of the GSA. At a minimum, the snow removal plan shall include the following items:

Coordination measures to ensure appropriate levels of effort for the conditions of the building.

Equipment
Personnel
Snow removal event triggers
Treatment areas requiring de-icing
Approved materials and chemicals
Safety plan
Notification procedures

Chemicals and sand shall be used to reduce safety hazards due to ice and snow. All chemicals used shall be approved by the COR prior to the first inclement weather event. The Contractor shall ensure there is an adequate supply of chemicals and sand on site or readily available to cover unexpected snow and ice occurrences.

2) A revised Schedule B is incorporated into the contract.

# B. SERVICES, ORDERING AND PRICES

#### B.1 DESCRIPTION OF SERVICES

The contractor shall provide the management, supervision, manpower, equipment and supplies necessary to provide janitorial and related services as described herein. Work under this contract is commenced on **August 1, 2009**.

#### **B.1.0 OFFER FOR STANDARD SERVICES**

ITEM	DESCRIPTION Location: Milwaukee Federal Courthouse 517 E. Wisconsin Ave. Milwaukee, Wisconsin 53202 Building No: W10044ZZ	A PRICE Base Period 1 Year	B PRICE 1st Renewal Period 1 Year	C PRICE 2 <sup>™</sup> Renewal Period 1 Year	D PRICE 3rd. Renewal Period 1 Year	E PRICE 4 <sup>th</sup> Renewal Period 1 Year
0001	Standard Services: Janitorial and related services Including Trash Removal, and Integrated Pest Management, Price Quoted per Month>>	(b) (4)				
0002	Basic Services; Snow Removal services – Total monthly price for October – April will be increased by the dollar amount shown here.  Price Quoted per Month>>					
0002	Additional Services Hourly Rates: See Note 1 Productive Price Quoted per Hour>>					
0003	Additional Services Hourly Rates: See Note 1 Supervisory Price Quoted per Hour>>					

Hourly rates for Additional Services are proposed only once. These rates may, in the event of wage determination rate increases, be escalated per FAR 52.222-43.

All the contractor's labor hour prices must include expenses for overhead, General and Administrative (G&A) and profit. Thus no separate allowance for travel time, parking, overhead, G&A or profit will be applied when hourly services are ordered.

Offerors shall price the renewal options using the wage determination contained in this solicitation. Upon exercising a renewal option, the contract price will be adjusted in accordance with FAR 52.222-43 Fair Labor Standards Act and Service Contract Act - Price adjustment (May 1989) (Multiple Year and Option Contracts).

Offerors MUST quote prices for all four of the renewal options, in addition to the initial period, in order to be considered for award.

**NOTE**: The Contractor is reminded that there are documents that are required to be prepared and submitted as part of the performance of this contract (refer to C.17). Monthly invoices must be submitted after all required paperwork has been sent to the COR. Invoices received prior to the Government's receipt of the required submittals will be rejected. Please refer to FAR 52.232-25.

# B.1.1 OFFER FOR ABOVE STANDARD SERVICES (See paragraph C.5)

ITEM		BASE YEAR	R	1 <sup>ST</sup> ENEWAL	RE	2 <sup>ND</sup> ENEWAL	RF	3 <sup>RO</sup> ENEWAL	RF	4 <sup>TH</sup> ENEWAL
1. Carpet Cleaning by Extraction per 100 SF 2. Strip and Apply Four Coats of Finish per 100 SF 3. Stripping and Sealing per 100 SF 4. Windows Washing (per 22.5SF window). Job Includes one side of building window.	100	) (4)								
5. Postal Lock Boxes and Mail Cases (per job) 6. Wash Blinds and coverings (per each)	\$ <b>(</b> b	N/A ) (4)	\$	N/A	\$	N/A	\$	N/A	\$	N/A
7. Pressure Washing and Steam Cleaning per 100 SF	\$	N/A	\$	N/A	\$	N/A	\$	N/A	\$	N/A
8. Scrub and Rinse Loading Docks, Platforms, Trash Rooms, Garage Ramps and Driveways per 100 SF	\$	N/A	\$	N/A	\$	N/A	\$	N/A	\$	N/A
9. Tree Thinning per hour	\$	N/A	\$	N/A	\$	N/A	\$	N/A	\$	N/A
10. Planting Government Furnished Trees and Plants per hour	\$	N/A	\$	N/A	\$	N/A	\$	N/A	\$	N/A
11. Snow Removal (per hour). Services for driveways and parking areas requiring use of special mechanized equipment and/or trucks. See Note 2	\$	N/A	\$	N/A	\$	N/A	\$	N/A	\$	N/A
12. Snow Removal (per hour). Services for hauling snow from the facility as directed by the COR. Include costs for truck and driver. See Note 2	\$	N/A		(b) (4	.)					
13. Snow Removal (per hour). Services for snow blower with operator. See Note 2	\$	N/A	\$	N/A	\$	N/A	\$	N/A	\$	N/A
14. Laborer (per hour). Services for miscellaneous labor. See Note 3	\$	N/A	pe W	djusted r annual DR ates	per	djusted annual DR Rates	per	djusted annual OR Rates	per	djusted annual DR Rates
<ul><li>15. High Cleaning per 100 SF (70 inches above floor surface)</li></ul>	oro	ll not der	W		Wi		Wi		Wi	77

All the contractor's labor hour prices must include expenses for overhead, General and Administrative (G&A) and profit. Thus no separate allowance for travel time, parking, overhead, G&A or profit will be applied when hourly services are ordered.

Note 1: Quote a <u>price per hour</u> for providing additional services when ordered that are in addition to the services specified herein for the basic services. Orders for additional service may be placed orally when the amount of the order totals \$2,500.00 or less or in the event of an emergency. All orders which exceed \$2,500.00 must be placed or confirmed by issuance of a GSA Form 300, Order for Supplies or Services and will be paid by GSA Finance. The GSA Form 300 will describe the service to be provided and will establish, excluding emergencies as determined by the Contracting Officer (CO) or the Contracting Officer's Representative (COR), the maximum number of hours for which the contractor will be compensated. Orders of \$2,500.00 or less may be processed using either direct pay procedures or the Governmentwide commercial purchase card, which is the preferred method to purchase and to pay for micropurchases. Individual orders for additional services involving more than forty (40) hours will <u>only</u> be issued with the assent of the contractor.

This additional services provision is intended to be used to satisfy the Government's short term non recurring needs for service. Should a continuing need for additional service arise, a contract modification will be negotiated pursuant to the "Changes Fixed Price" clause.

Additional services cannot be accomplished by diverting resources from work that is supposed to be accomplished.

- Note 2: Manual snow removal for building entrances, steps, landing and sidewalks is included in the total monthly contract price. DO NOT include in this hourly price costs for such services.
- Note 3: Services include, but are not limited to, loading and unloading supplies, moving of light furniture, set-up and breakdown of conference spaces, miscellaneous grounds maintenance, and other similar functions and tasks performed on premises.

AMENDM	ENT OF SOLICITATION	N/MODIFICATION	OF CONTRAC	т	1. Contract ID C	ode	Page of Pages
2. AMENDMEN	T MODIFICATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PU	RCHA	SE REO. NO	5. PROJECT NO.	1 19
	PO04	AUG 01, 2011	5PSSE-11-0247				
MN/WI SERVICE	RBORN STREET, SUITE 3800 4-1485	99000511	7. ADMINISTERED E See Block 6			CODE	
8. NAME AND A ADA S. MCKINL 725 S. WELLS S CHICAGO IL 60		, Street, Country, State and (b) (4)	ZIP Code)	(x)	9A. AMENDME	NT OF SOLICITAT	ION NO.
			-			ATION OF CONTRA	
(b) (4)				$\times$		GS-05P-09-SA-C-002	2
		FACILITY CODE			10B. DATED (S	SEE ITEM 13) 29, 2009	
	11. TH	IS ITEM ONLY APPLIES TO	AMENDMENTS OF	SOLIC			
The above numbered solicitation is amended as set forth in item 14. The hour and date specified for receipt of offers is extended.  Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:  (a) By completing items 8 and 15, and returning copies of amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OR OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment your desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.  12. ACCOUNTING AND APPROPRIATION DATA (If required)  Modification Amount: (b) (4)							
See Schedule						n Obligated Amou	
13. THIS ITE	M ONLY APPLIES TO MODIFICAT	ION OF CONTRACTS/ORD	ERS. IT MODIFIES TH	IE COI	NTRACT/ORDER	R NO. AS DESCRIE	BED IN ITEM 14.
Check One	A. THIS ORDER ID ISSUED PUR ORDER NO. IN ITEM 10A.						
	B. THE ABOVE NUMBERED CO office, appropriation date, etc)	SET FORTH IN ITEM 14, P	URSUANT TO THE AU	UTHOF	RITY OF FAR 43.	HANGES (such as 103(b).	changes in paying
	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF:						
×	D. OTHER (Specify type of modit FAR 52-222-43, Fair Labor Star	fication and authority) ndards Act, SCA					
		s required to sign this doo				issuing office.	
14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible)							
See Supplementary Page.							
Except as provided	herein, all terms and conditions of the docum	nent referenced in item 9A or 10A.	as heretofore changed, rema	ains und	hanged and in full fo	rce and effect.	
15A. NAME AND	O TITLE OF SIGNER (Type or print)		16A. NAME AND T Brian Weiss, Contra 312-886-4112 bria	TITLE C	OF CONTRACTIN		or print)
15B. CONTRAC	TOR/OFFEROR	15C. DATE SIGNE	(b) (6)			SC. DATE S	IGNED
						JUL 28, 2	2011
(Signature of pe	erson authorized to sign)		(3.3		.5 0001,		

# **Supplementary Page**

# **Description of Modification/Amendment:**

GS05P09SAC0022, JANITORIAL AND RELATED SERVICES, FEDERAL BUILDING AND UNITED STATES COURTHOUSE, 517 E. WISCONSIN AVE, MILWUAKEE, WI 53202.

ACT: 1B9E01959

See additional pages.

ew Line Item) d Renewal Period, NISH Contract at WI0044ZZ enewal Of NISH Janitorial Contract at Federal Building and US Courthouse, Milwaukee, WI. Basic Services for e period of 08/01/11 through 07/31/12	QUANTITY 12.00	MO	UNIT PRICE \$	AMOUNT \$
d Renewal Period, NISH Contract at WI0044ZZ enewal Of NISH Janitorial Contract at Federal Building and US Courthouse, Milwaukee, WI. Basic Services for	12.00	МО	(b) (4)	
-				
counting and Appropriation Data:				
ELIVERY DATE: 07/31/2012 HIP TO: PMSC, MN/WI Service Center Wisconsin Field Office				
Milwaukee WI 53202 OB: Destination riod of Performance: 08/01/2011 to 07/31/2012				
d Renewal Period, NISH Contract at WI0044ZZ ow Services, Renewal Of NISH Janitorial Contract at ederal Building and US Courthouse, Milwaukee, WI.	7.00	МО	(b) (4)	
counting and Appropriation Data:				
UVERY DATE: 07/31/2012				
HIP TO: PMSC, MN/WI Service Center Wisconsin Field Office 517 E. Wisconsin Avenue, Room 232 Milwaukee WI 53202				
riod of Performance: 08/01/2011 to 07/31/2012				
d Renewal Period, NISH Contract at WI0044ZZ ndscaping Services, Renewal Of NISH Janitorial ontract at Federal Building and US Courthouse, ilwaukee, WI.	5.00	МО	(b) (4)	_
counting and Appropriation Data:				
HP TO: PMSC, MN/WI Service Center Wisconsin Field Office 517 E. Wisconsin Avenue, Room 232 Milwaukee WI 53202 DB: Destination				
HIVEROUS ONS SHIVER ON SONS SHIVER	PMSC, MN/WI Service Center Wisconsin Field Office 617 E. Wisconsin Avenue, Room 232 Milwaukee WI 53202 B: Destination riod of Performance: 08/01/2011 to 07/31/2012 ew Line Item) d Renewal Period, NISH Contract at WI0044ZZ ow Services, Renewal Of NISH Janitorial Contract at ideral Building and US Courthouse, Milwaukee, WI. counting and Appropriation Data:  (4)  LIVERY DATE: 07/31/2012 IP TO: PMSC, MN/WI Service Center Wisconsin Field Office 617 E. Wisconsin Avenue, Room 232 Milwaukee WI 53202 B: Destination riod of Performance: 08/01/2011 to 07/31/2012 ew Line Item) d Renewal Period, NISH Contract at WI0044ZZ indscaping Services, Renewal Of NISH Janitorial orbitract at Federal Building and US Courthouse, Ilwaukee, WI. counting and Appropriation Data:  (4)  LIVERY DATE: 07/31/2012 IP TO: PMSC, MN/WI Service Center Wisconsin Field Office 617 E. Wisconsin Avenue, Room 232 Milwaukee WI 53202 Milwaukee WI 53202	LIVERY DATE: 07/31/2012 IP TO: PMSC, MN/WI Service Center Misconsin Field Office 517 E. Wisconsin Avenue, Room 232 Milwaukee WI 53202 B: Destination riod of Performance: 08/01/2011 to 07/31/2012 ew Line Item) d Renewal Period, NISH Contract at WI0044ZZ ow Services, Renewal Of NISH Janitorial Contract at deral Building and US Courthouse, Milwaukee, WI. counting and Appropriation Data:  1 (4) LIVERY DATE: 07/31/2012 IP TO: PMSC, MN/WI Service Center Misconsin Field Office 517 E. Wisconsin Avenue, Room 232 Milwaukee WI 53202 B: Destination riod of Performance: 08/01/2011 to 07/31/2012 ew Line Item) d Renewal Period, NISH Contract at WI0044ZZ andscaping Services, Renewal Of NISH Janitorial ontract at Federal Building and US Courthouse, Iwaukee, WI. counting and Appropriation Data:  (4) LIVERY DATE: 07/31/2012 IP TO: PMSC, MN/WI Service Center Misconsin Field Office 517 E. Wisconsin Avenue, Room 232 Milwaukee WI 53202	ILIVERY DATE: 07/31/2012 IP TO: PMSC, MNWI Service Center Misconsin Field Office 517 E. Wisconsin Avenue, Room 232 Milwaukee WI 53202 B: Destination riod of Performance: 08/01/2011 to 07/31/2012 w Line Item) d Renewal Period, NISH Contract at WI0044ZZ ow Services, Renewal Of NISH Janitorial Contract at deral Building and US Courthouse, Milwaukee, WI. counting and Appropriation Data:  14  LIVERY DATE: 07/31/2012 IP TO: PMSC, MN/WI Service Center Misconsin Field Office 517 E. Wisconsin Avenue, Room 232 Milwaukee WI 53202 B: Destination riod of Performance: 08/01/2011 to 07/31/2012 ew Line Item) d Renewal Period, NISH Contract at WI0044ZZ addscaping Services, Renewal Of NISH Janitorial ontract at Federal Building and US Courthouse, Iwaukee, WI. counting and Appropriation Data:  (4)  LIVERY DATE: 07/31/2012 IP TO: PMSC, MN/WI Service Center Misconsin Field Office 517 E. Wisconsin Avenue, Room 232 Milwaukee, WI. Counting and Appropriation Data: (4)  LIVERY DATE: 07/31/2012 IP TO: PMSC, MN/WI Service Center Misconsin Field Office 517 E. Wisconsin Avenue, Room 232 Milwaukee WI 53202 Milwaukee WI 53202	LIVERY DATE: 07/31/2012 IP TO: PMSC, MN/WI Service Center Wisconsin Field Office 317 E. Wisconsin Avenue, Room 232 Milwaukee WI 53202 B: Destination riod of Performance: 08/01/2011 to 07/31/2012 riod services, Renewal Of NISH Janitorial Contract at deral Building and US Courthouse, Milwaukee, WI. counting and Appropriation Data:  1

# GS05P09SAC0022, JANITORIAL AND RELATED SERVICES, FEDERAL BUILDING AND UNITED STATES COURTHOUSE, 517 E. WISCONSIN AVE, MILWUAKEE, WI 53202.

#### ACT: 1B9E01959

All line items 1 through 5, and sub items therein, are effective August 1, 2011

- NISH NorthCentral's proposal, on behalf of Ada S. McKinley community Services dated June 20, 2011, for the service period of August 1, 2011 through July 31, 2012, is accepted effective August 1, 2011.
- The most recent wage determination, No. 2005-2581, Revision No. 11, Dated 06/13/2011, is incorporated into the contract
- 3) This modification adjusts the total monthly price for the location as follows:

Effective August 1, 2011 to July 30, 2012, the new monthly price for basic services will be

4) The prices for additional hourly services are as follows:

Additional Services Hourly Productive: Additional Services Hourly Laborer Productive: Additional Services Hourly Supervisory:



- 5) The prices for Other Contract Line Item Services, as accepted in the base contract on Schedule B, are as follows:
  - 1. Carpet Cleaning by Extraction (per 100 Square Feet):
  - 2. Strip and apply 4 coats of Finish (per 100 Square Feet):
  - 3. Stripping and Sealing (per 100 Square Feet):
  - Wash Windows (per 22.5 SF Window: Job includes one side of building window.)
  - 5. N/A:
  - 6. Wash Blinds and coverings, (per each):
  - 7. Pressure Washing and Steam Cleaning (per 100SF):
  - Scrub and rinse loading docks, platforms, trash rooms, garage ramps and driveways (per 100 Square Feet):
  - 9. N/A:
  - 10. N/A:
  - 11. N/A:
  - Snow Removal (per hour). Services for hauling snow from the facility as directed by the COR. Include costs for truck and driver.
  - N/A:
  - 14. Laborer (per hour), Services for Misc. Labor:
  - 15. High Cleaning (per 100 Square Feet), 70 inches above floor surface:



The following language is added to the contract and is effective retroactive to May 1, 2011.

#### C.4.2.10 Exterior Landscaping:

The following services are included into the contract, the additional line item for Landscaping, Line 0001 B, as contained in the modified schedule B following reflects this additional scope of work.

- 1. Spring Clean Up of the yard and garden areas: Accumulated winter debris, leaf accumulations, matted grass, etc. will be removed. Fill in low areas in the lawn with soil, and reseeding of any bare areas. All generated debris will be collected and hauled off site. Shrubs in the garden will be pruned of normal winter damage, such as broken branches, and/or dead tips. Not all shrubs will need pruning, and severe pruning should be avoided if possible.
- 2. Lawn Cutting (East & West sides of Courthouse)
  Paper, trash, branches, and other debris will be collected prior to mowing.
  Turf shall be cut at a height of 2.5" to 3" as conditions dictate.

Mowing equipment and patterns (alternate directions each cutting when possible) shall be employed to permit recycling of clippings where possible, and to present a neat appearance. Excess clippings remaining on the turf will either be double cut or raked off, and removed. Use of a mulching mower where as much of the clippings as possible can be left in the grass is the preferred method. Figure on (25 lawn cuttings )in your total price, and any after that paid as a additional charge to this contract price.

- 3. Turf Fertilization and Weed Control Early Spring Application: A slow release fertilizer with Dimension crabgrass pre-emergent will be applied.
- 4. Turf Fertilization and Weed Control—Mid-Spring Application: A combined application of a broadleaf herbicide will be applied. This is a basic "Weed and Feed".
- 5. Turf Fertilization and Weed Control –Late Summer/Early Fall Application: A second round of combined slow release broadleaf herbicide will be applied. This is the second "Weed and Feed".
- 6. Turf Fertilization and Weed Control –Late Fall Application: An over-wintering application of slow release fertilizer will be applied.

#### 7. Weeding:

An early spring application of weed and grass pre-emergent will be applied to all flower beds, and tree rings to help maintain a weed free condition. Weekly attention will be paid to the flower garden on the northwest corner of the building, hand weeding and spot spraying will be done at every visit, as needed. Sidewalks, cracks, expansion joints, and tree rings will also be kept free of weeds throughout the season.

#### 8. Mulching:

Installation of approximately 4 cubic yards of red enviro mulch. This represents a covering of approximately two inches (2") over all bedding areas, of the Garden Area in the northwest corner of the Building.

#### 9. Aeration:

Two-direction core aeration of fine turf areas using a cross directional pattern. Includes over-seeding of the lawn areas.

#### 10. Summer Flower Bed Preparation:

Flowerbeds shall be augmented with custom planter mix soil consisting of 1/3 sand, 1/3 peat, and 1/3 cured manure, spread evenly, slightly mounded and spaded in thoroughly, prior to installation of annuals. Flower Beds are the circle surrounded by rocks in the middle of the garden area, and the rectangle area next to the stairs surrounded by rocks. Garden is located in northwest corner of building.

#### 11. Summer Flower Installation:

Will consist of the planting of at the minimum 8 flats of flowers (30-50 plants per flat). Flower colors white, red, It. pink, and darker pink, purple combination. Coordinate selection with Property Manager before installation.

#### 12. Summer Flower Maintenance:

Flower maintenance to include all necessary weekly service for, pinching, pruning, weeding, fertilization, disease and insect control, etc. GSA will provide daily watering of the garden area with our sprinkler and timer.

## 13. Fall Flower Installation:

Provide and plant (12) hardy mum plants in the garden area to add some fall color to the garden area in late summer, or early fall. These plants should be mulched for winter protection, after done blooming. Property Manager will approve plan before installation. Colors to blend with other Garden Plantings.

#### 14. Autumn Clean-up:

When the trees on Wisconsin Avenue shed their small leaves, they will need to be vacuumed and removed from the sidewalks, stairs, and porch area. This may

have to be completed several times. Property Manager will call when this service is needed .

15. Holiday/Winter Decor Installation in the Garden:
Provide Holiday/Winter Decor of Natural Materials in the Garden Area.
Decor should be such, that it would be appropriate to keep in the garden all winter. Decor will be approved by Property Manager before installation.

# B. SERVICES, ORDERING AND PRICES

#### **B.1 DESCRIPTION OF SERVICES**

The contractor shall provide the management, supervision, manpower, equipment and supplies necessary to provide janitorial and related services as described herein. Work under this contract is commenced on **August 1, 2009**.

### **B.1.0 OFFER FOR STANDARD SERVICES**

		A	В	C	D	F
ITEM	DECODIDATION			_		
ITEM	DESCRIPTION	PRICE	PRICE	PRICE	PRICE	PRICE
	Location:	Base Period	1 <sup>st</sup> Renewal	<u> </u>	3	4 <sup>th</sup> Renewal
	Milwaukee Federal Courthouse	1 Year	Period 1	Renewal	Renewal	Period 1
	517 E. Wisconsin Ave.		<u>Year</u>	Period 1	Period 1	<u>Year</u>
	Milwaukee, Wisconsin 53202			<u>Year</u>	<u>Year</u>	
	Building No: WI0044ZZ					
0001	Standard Services: Janitorial	(b) (4)				
	and related services Including	( ) ( )				
	Trash Removal, and Integrated					
	Pest Management,					
	Price Quoted per Month>>					
0001 A	Basic Services: Snow Removal					
	services – Total mon hly price					
	for October – April will be					
	increased by the dollar amount					
	shown here.					
	Price Quoted per Month>>					
0001 B	Basic Services: Landscaping					
	services - Total mon hly price					
	for May - September will be					
	increased by the dollar amount					
	shown here.					
1	Price Quoted per Month>>					
0002	Additional Services Hourly	i e				
	Additional Services Hourly See Note 1 Rates:					
	Rates.					
	Productive					
	Price Quoted per Hour>>					
0003	Additional Services Hourly See Note 1					
1	Rates: See Note 1					
	Supervisory					
1	Price Quoted per Hour>>					
	. The guoted per House					

Hourly rates for Additional Services are proposed only once. These rates may, in the event of wage determination rate increases, be escalated per FAR 52.222-43.

All the contractor's labor hour prices must include expenses for overhead, General and Administrative (G&A) and profit. Thus no separate allowance for travel time, parking, overhead, G&A or profit will be applied when hourly services are ordered.

Offerors shall price the renewal options using the wage determination contained in this solicitation. Upon exercising a renewal option, the contract price will be adjusted in accordance with FAR 52.222-43 Fair Labor Standards Act and Service Contract Act - Price adjustment (May 1989) (Multiple Year and Option Contracts).

Offerors MUST quote prices for all four of the renewal options, in addition to the initial period, in order to be considered for award.

**NOTE**: The Contractor is reminded that there are documents that are required to be prepared and submitted as part of the performance of this contract (refer to C.17). Monthly invoices must be submitted after all required paperwork has been sent to the COR. Invoices received prior to the Government's receipt of the required submittals will be rejected. Please refer to FAR 52.232-25.

# **B.1.1 OFFER FOR ABOVE STANDARD SERVICES** (See paragraph C.5)

ITEM	BASE	1 <sup>S1</sup>	2 <sup>ND</sup>	3 <sup>KD</sup>	4 <sup>1H</sup>
	YEAR	RENEWAL	RENEWAL	RENEWAL	RENEWAL
Carpet Cleaning by	(b) (4)				
Extraction per 100 SF					
Strip and Apply Four Coats     of Finish per 100 SF					
Stripping and Sealing per					
100 SF					
4. Windows Washing (per					
22.5SF window). Job Includes					
one side of building window.					
<ol><li>Postal Lock Boxes and Mail</li></ol>					
Cases (per job)					
6. Wash Blinds and coverings					
(per each)					
7. Pressure Washing and					
Steam Cleaning per 100 SF					
Scrub and Rinse Loading					
Docks, Platforms, Trash					
Rooms, Garage Ramps and					
Driveways per 100 SF					-
Tree Thinning per hour					_
10. Planting Government					
Furnished Trees and Plants per					
hour					-
11. Snow Removal (per hour).					
Services for driveways and parking areas requiring use of					
special mechanized equipment					
special mechanized equipment and/or trucks. See Note 2					
12. Snow Removal (per hour).					
Services for hauling snow from					
the facility as directed by the					
COR. Include costs for truck					
and driver. See Note 2					
13. Snow Removal (per hour).					
Services for snow blower with					
operator. See Note 2  14. Laborer (per hour).	\$ N/A	\$Adjusted	© A director 1	© A director 1	© A director 1
Services for miscellaneous	Ψ IN//A	per annual	\$Adjusted	\$Adjusted	\$Adjusted
labor. See Note 3		WDR	per annual	per annual	per annual
		Rates	WDR	WDR	WDR
			Rates	Rates	Rates
15. High Cleaning per 100 SF	Will not	Will not	Will not	Will not	Will not
(70 inches above floor surface)	order	order	order	order	order

All the contractor's labor hour prices must include expenses for overhead, General and Administrative (G&A) and profit. Thus no separate allowance for travel time, parking, overhead, G&A or profit will be applied when hourly services are ordered.

Note 1: Quote a <u>price per hour</u> for providing additional services when ordered that are in addition to the services specified herein for the basic services. Orders for additional service may be placed orally when the amount of the order totals \$2,500.00 or less or in the event of an emergency. All orders which exceed \$2,500.00 must be placed or confirmed by issuance of a GSA Form 300, Order for Supplies or Services and will be paid by GSA Finance. The GSA Form 300 will describe the service to be provided and will establish, excluding emergencies as determined by the Contracting Officer (CO) or the Contracting Officer's Representative (COR), the maximum

number of hours for which the contractor will be compensated. Orders of \$2,500.00 or less may be processed using either direct pay procedures or the Governmentwide commercial purchase card, which is the preferred method to purchase and to pay for micropurchases. Individual orders for additional services involving more than forty (40) hours will <u>only</u> be issued with the assent of the contractor.

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Additional services cannot be accomplished by diverting resources from work that is supposed to be accomplished.

- Note 2: Manual snow removal for building entrances, steps, landing and sidewalks is included in the total monthly contract price. DO NOT include in this hourly price costs for such services.
- **Note 3:** Services include, but are not limited to, loading and unloading supplies, moving of light furniture, set-up and breakdown of conference spaces, miscellaneous grounds maintenance, and other similar functions and tasks performed on premises.

WD 05-2581 (Rev.-11) was first posted on www.wdol.gov on 06/17/2011

REGISTER OF WAGE DETERMINATIONS UNDER U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT EMPLOYMENT STANDARDS ADMINISTRATION

By direction of the Secretary of Labor | WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

> Wage Determination No.: 2005-2581 Revision No.: 11
> Date Of Revision: 06/ Date Of Revision: 06/13/2011

Diane C. Koplewski Division of Director Wage Determinations

State: Wisconsin

Area: Wisconsin Counties of Milwaukee, Ozaukee, Racine, Walworth, Washington, Waukesha

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.81
01012 - Accounting Clerk II	15.51
01013 - Accounting Clerk III	17.91
01020 - Administrative Assistant	25.48
01040 - Court Reporter	19.27
01051 - Data Entry Operator I	12.06
01052 - Data Entry Operator II	13.16
01060 - Dispatcher, Motor Vehicle	18.54
01070 - Document Preparation Clerk	13.07
01090 - Duplicating Machine Operator	13.07
01111 - General Clerk I	12.45
01112 - General Clerk II	13.58
01113 - General Clerk III	15.24
01120 - Housing Referral Assistant	19.28
01141 - Messenger Courier	12.30
01191 - Order Clerk I	11.37
01192 - Order Clerk II	13.73
01261 - Personnel Assistant (Employment) I	16.16
01262 - Personnel Assistant (Employment) II	17.65
01263 - Personnel Assistant (Employment) III	19.68
01270 - Production Control Clerk	21.90
01280 - Receptionist	13.77
01290 - Rental Clerk	16.16
01300 - Scheduler, Maintenance	15.45
01311 - Secretary I	15.45
01312 - Secretary II	17.29
01313 - Secretary III	19.28
01320 - Service Order Dispatcher	17.32
01410 - Supply Technician	25.48
01420 - Survey Worker	18.54
01531 - Travel Clerk I	13.47
01532 - Travel Clerk II	14.57
01533 - Travel Clerk III	15.76
01611 - Word Processor I	13.00
01612 - Word Processor II	16.16
01613 - Word Processor III	17.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.91
05010 - Automotive Electrician	21.18
05040 - Automotive Glass Installer	20.38

http://www.wdol.gov/wdol/scafiles/std/05-2581.txt

Page 2 of 10

05070	- Automotive Worker	20.38
	- Mobile Equipment Servicer	18.76
	- Motor Equipment Metal Mechanic	21.91
05160	- Motor Equipment Metal Worker	20.71
05190	- Motor Vehicle Mechanic	21.91
05220	- Motor Vehicle Mechanic Helper	17.85
05250	- Motor Vehicle Upholstery Worker	19.66
05280	- Motor Vehicle Wrecker	20.38
05310	- Painter, Automotive	21.18
05340	- Radiator Repair Specialist	20.38
	- Tire Repairer	16.09
05400	- Transmission Repair Specialist	21.91
07000 -	Food Preparation And Service Occupations	
07010	- Baker	11.25
07041	- Cook I	11.17
07042	- Cook II	12.52
	- Dishwasher	9.55
07130	- Food Service Worker	9.55
07210	- Meat Cutter	17.45
07260	- Waiter/Waitress	9.30
09000 -	Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	20.47
09040	- Furniture Handler	15.53
09080	- Furniture Refinisher	20.68
09090	- Furniture Refinisher Helper	17.44
09110	- Furniture Repairer, Minor	19.20
	- Upholsterer	20.68
11000 -	General Services And Support Occupations	
	- Cleaner, Vehicles	10.17
11060	- Elevator Operator	10.90
11090	- Gardener	17.48
11122	- Housekeeping Aide	12.41
11150	- Janitor	13.68
	- Laborer, Grounds Maintenance	14.66
11240	- Maid or Houseman	9.30
11260	- Pruner	13.58
11270	- Tractor Operator	14.72
11330	- Trail Maintenance Worker	14.66
11360	- Window Cleaner	14.76
12000 -	Health Occupations	
12010	- Ambulance Driver	19.09
12011	- Breath Alcohol Technician	19.01
12012	- Certified Occupational Therapist Assistant	20.21
	- Certified Physical Therapist Assistant	20.02
	- Dental Assistant	15.98
12025	- Dental Hygienist	29.21
12030	- EKG Technician	24.71
12035	- Electroneurodiagnostic Technologist	24.71
12040	- Emergency Medical Technician	19.09
	- Licensed Practical Nurse I	18.41
	- Licensed Practical Nurse II	20.59
	- Licensed Practical Nurse III	22.96
	- Medical Assistant	14.75
	- Medical Laboratory Technician	16.74
	- Medical Record Clerk	15.96
	- Medical Record Technician	17.85
	- Medical Transcriptionist	16.17
	- Nuclear Medicine Technologist	33.75
	- Nursing Assistant I	10.38
	- Nursing Assistant II	11.67
	- Nursing Assistant III	12.73
	-	

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	- Nursing Assistant IV - Optical Dispenser		14.29 16.65
	- Optical Technician		14.64
	- Pharmacy Technician		13.49
	- Phlebotomist		14.29
	- Radiologic Technologist		25.22
12311	- Registered Nurse I		25.22
12312	- Registered Nurse II		30.83
12313	- Registered Nurse II, Specialist		30.83
	- Registered Nurse III		37.30
	- Registered Nurse III, Anesthetist		37.30
	- Registered Nurse IV		44.70
	- Scheduler (Drug and Alcohol Testing)		24.74
	Information And Arts Occupations		10.60
	- Exhibits Specialist I		19.69
	- Exhibits Specialist II - Exhibits Specialist III		22.17 27.12
	- Illustrator I		17.91
	- Illustrator II		20.31
	- Illustrator III		24.08
	- Librarian		24.45
	- Library Aide/Clerk		13.67
	- Library Information Technology Systems		22.09
	strator		
13058	- Library Technician		15.51
13061	- Media Specialist I		15.94
13062	- Media Specialist II		19.05
13063	- Media Specialist III		19.88
	- Photographer I		15.83
	- Photographer II		17.71
	- Photographer III		21.94
	- Photographer IV		26.85
	- Photographer V		32.48
	- Video Teleconference Technician Information Technology Occupations		15.46
	- Computer Operator I		18.24
	- Computer Operator II		20.43
	- Computer Operator III		22.80
	- Computer Operator IV		25.35
	- Computer Operator V		27.91
	- Computer Programmer I		26.21
14072	- Computer Programmer II	(see 1)	
14073	- Computer Programmer III	(see 1)	
	- Computer Programmer IV	(see 1)	
		(see 1)	
	- Computer Systems Analyst II	(see 1)	
	- Computer Systems Analyst III	(see 1)	
	- Peripheral Equipment Operator		18.24
	- Personal Computer Support Technician		25.35
	Instructional Occupations		22 20
	- Aircrew Training Devices Instructor (Non-Rated)		33.39
	- Aircrew Training Devices Instructor (Rated) - Air Crew Training Devices Instructor (Pilot)		39.07 44.48
	- Computer Based Training Specialist / Instructor		33.39
	- Educational Technologist		27.81
	- Flight Instructor (Pilot)		44.48
	- Graphic Artist		21.52
	- Technical Instructor		19.14
	- Technical Instructor/Course Developer		23.40
15110	- Test Proctor		16.88
15120	- Tutor		16.88

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16000	I am dura Dura Classian Duranian And Dalated Organizations	
	Laundry, Dry-Cleaning, Pressing And Related Occupations - Assembler	9.53
	- Assembler - Counter Attendant	9.53
	- Dry Cleaner	12.42
	- Finisher, Flatwork, Machine	9.53
	- Presser, Hand	9.53
	- Presser, Machine, Drycleaning	9.53
	- Presser, Machine, Shirts	9.53
	- Presser, Machine, Wearing Apparel, Laundry	9.53
	- Sewing Machine Operator	13.37
	- Tailor	14.31
16250	- Washer, Machine	10.54
19000 -	Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.94
19040	- Tool And Die Maker	28.83
21000 -	Materials Handling And Packing Occupations	
21020	- Forklift Operator	18.25
21030	- Material Coordinator	21.90
	- Material Expediter	21.90
	- Material Handling Laborer	13.45
	- Order Filler	13.31
	- Production Line Worker (Food Processing)	18.25
	- Shipping Packer	13.97
	- Shipping/Receiving Clerk	13.97
	- Store Worker I	14.36
	- Stock Clerk	18.13
	- Tools And Parts Attendant	18.25
	- Warehouse Specialist	18.25
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	22.52
	- Aircraft Mechanic I	21.45
	- Aircraft Mechanic II	22.52
	- Aircraft Mechanic III	23.64
	- Aircraft Mechanic Helper	16.82
	- Aircraft, Painter - Aircraft Servicer	21.01
	- Aircraft Worker	18.74
		19.60 20.68
	- Appliance Mechanic - Bicycle Repairer	
		16.09
	- Cable Splicer - Carpenter, Maintenance	28.57 23.83
	- Carpet Layer	22.53
	- Electrician, Maintenance	28.77
	- Electrician, Maintenance - Electronics Technician Maintenance I	21.81
	- Electronics Technician Maintenance II	22.99
	- Electronics Technician Maintenance III	24.27
	- Fabric Worker	20.01
	- Fire Alarm System Mechanic	22.95
	- Fire Extinguisher Repairer	19.09
	- Fuel Distribution System Mechanic	24.43
	- Fuel Distribution System Operator	22.50
	- General Maintenance Worker	18.76
	- Ground Support Equipment Mechanic	21.45
	- Ground Support Equipment Servicer	18.74
	- Ground Support Equipment Worker	19.60
	- Gunsmith I	19.00
	- Gunsmith II	21.42
	- Gunsmith III	23.83
	- Heating, Ventilation And Air-Conditioning	24.27
Mechai		,
	- Heating, Ventilation And Air Contditioning	25.43
	2,	

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Moghay	oig (Bogoorgh Eogility)	
	nic (Research Facility)	23.48
	- Heavy Equipment Mechanic	25.40
	- Heavy Equipment Operator - Instrument Mechanic	23.83
	- Laboratory/Shelter Mechanic	22.58
	- Laborar - Laborer	12.88
	- Locksmith	20.68
	- Machinery Maintenance Mechanic	24.11
	- Machinist, Maintenance	21.40
	- Maintenance Trades Helper	17.44
	- Metrology Technician I	23.83
	- Metrology Technician II	24.97
	- Metrology Technician III	26.17
	- Metrology rechnician iii - Millwright	29.95
	- Office Appliance Repairer	19.98
	- Painter, Maintenance	20.15
	- Pipefitter, Maintenance	30.31
	- Plumber, Maintenance	26.53
	- Pneudraulic Systems Mechanic	23.83
	- Rigger	23.83
	- Scale Mechanic	21.42
	- Sheet-Metal Worker, Maintenance	25.35
	- Small Engine Mechanic	19.90
	- Telecommunications Mechanic I	23.28
	- Telecommunications Mechanic II	24.98
	- Telephone Lineman	22.17
	- Welder, Combination, Maintenance	22.81
	- Well Driller	23.83
	- Woodcraft Worker	23.83
	- Woodworker	18.32
	Personal Needs Occupations	10.52
	- Child Care Attendant	12.68
	- Child Care Center Clerk	17.09
	- Chore Aide	10.34
	- Family Readiness And Support Services	15.22
	inator	
24630	- Homemaker	18.65
	Plant And System Operations Occupations	
	- Boiler Tender	21.59
	- Sewage Plant Operator	21.47
	- Stationary Engineer	21.59
	- Ventilation Equipment Tender	17.06
	- Water Treatment Plant Operator	21.47
	Protective Service Occupations	
27004	- Alarm Monitor	19.63
27007	- Baggage Inspector	14.41
	- Corrections Officer	20.63
27010	- Court Security Officer	21.05
27030	- Detection Dog Handler	18.64
27040	- Detention Officer	20.63
27070	- Firefighter	21.47
	- Guard I	14.41
	- Guard II	18.64
	- Police Officer I	27.10
27132	- Police Officer II	30.11
	Recreation Occupations	
20000	Recreation occupations	
	- Carnival Equipment Operator	10.46
28041		10.46 11.01
28041 28042	- Carnival Equipment Operator	
28041 28042 28043	- Carnival Equipment Operator - Carnival Equipment Repairer	11.01
28041 28042 28043 28210	- Carnival Equipment Operator - Carnival Equipment Repairer - Carnival Equpment Worker	11.01 8.72

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28350	- Park Attendant (Aide)		14.95
28510	- Recreation Aide/Health Facility Attendant		14.52
28515	- Recreation Specialist		18.42
28630	- Sports Official		11.90
28690	- Swimming Pool Operator		19.18
29000 -	Stevedoring/Longshoremen Occupational Services		
29010	- Blocker And Bracer		20.22
29020	- Hatch Tender		20.22
29030	- Line Handler		20.22
29041	- Stevedore I		19.76
29042	- Stevedore II		21.30
	Technical Occupations		
	- Air Traffic Control Specialist, Center (HFO)	(see 2)	35.77
	- Air Traffic Control Specialist, Station (HFO)		24.66
	- Air Traffic Control Specialist, Terminal (HFO)		27.16
	- Archeological Technician I	(	17.37
	- Archeological Technician II		19.77
	- Archeological Technician III		24.49
	- Cartographic Technician		24.49
	- Civil Engineering Technician		21.19
	- Drafter/CAD Operator I		17.37
	- Drafter/CAD Operator II		19.77
	-		22.04
	- Drafter/CAD Operator III		
	- Drafter/CAD Operator IV		27.11
	- Engineering Technician I		16.66
	- Engineering Technician II		18.71
	- Engineering Technician III		20.96
	- Engineering Technician IV		25.93
	- Engineering Technician V		31.73
	- Engineering Technician VI		38.36
	- Environmental Technician		22.52
	- Laboratory Technician		21.16
	- Mathematical Technician		25.93
	- Paralegal/Legal Assistant I		19.24
	- Paralegal/Legal Assistant II		24.79
	- Paralegal/Legal Assistant III		30.34
30364	- Paralegal/Legal Assistant IV		36.70
	- Photo-Optics Technician		25.93
30461	- Technical Writer I		21.06
30462	- Technical Writer II		25.76
30463	- Technical Writer III		31.17
30491	- Unexploded Ordnance (UXO) Technician I		22.74
30492	- Unexploded Ordnance (UXO) Technician II		27.51
30493	- Unexploded Ordnance (UXO) Technician III		32.97
30494	- Unexploded (UXO) Safety Escort		22.74
	- Unexploded (UXO) Sweep Personnel		22.74
30620	- Weather Observer, Combined Upper Air Or	(see 2)	22.98
	ce Programs	,	
	- Weather Observer, Senior	(see 2)	25.53
	Transportation/Mobile Equipment Operation Occupat		
	- Bus Aide	.10116	13.70
	- Bus Driver		20.47
	- Driver Courier		15.44
	- Parking and Lot Attendant		10.77
	- Shuttle Bus Driver		15.39
	- Taxi Driver		12.08
	- Truckdriver, Light		14.95
	- Truckdriver, Medium		
			19.55
	- Truckdriver, Heavy		22.78
	- Truckdriver, Tractor-Trailer		22.78
JJUUU -	Miscellaneous Occupations		

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99030 - Cashier	9.92
99050 - Desk Clerk	11.53
99095 - Embalmer	26.69
99251 - Laboratory Animal Caretaker I	10.53
99252 - Laboratory Animal Caretaker II	11.58
99310 - Mortician	28.04
99410 - Pest Controller	18.16
99510 - Photofinishing Worker	13.47
99710 - Recycling Laborer	19.48
99711 - Recycling Specialist	21.25
99730 - Refuse Collector	16.10
99810 - Sales Clerk	13.11
99820 - School Crossing Guard	11.18
99830 - Survey Party Chief	21.38
99831 - Surveying Aide	14.17
99832 - Surveying Technician	19.46
99840 - Vending Machine Attendant	14.81
99841 - Vending Machine Repairer	16.91
99842 - Vending Machine Repairer Helper	14.81

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.59 per hour or \$143.60 per week or \$622.27 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

## THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

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determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

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the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE  $\{Standard\ Form\ 1444\ (SF\ 1444)\}$ 

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

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notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

AMENDMENT OF SOLICITATION	N/MODIFICATION	OF CONTRACT	т	1. Contract ID C	ode	Page of Pag	ges
2. AMENDMENT MODIFICATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PUR	100	SE REQ. NO.	5. PROJECT NO.	(if applicable)	1
PA05	JUL 20, 2012				o. i Roseoi No.	(ii applicable)	
6. ISSUED BY GSA, PROPERTY MANAGEMENT DIVISION MN/WI SERVICE CENTER 230 SOUTH DEARBORN STREET, SUITE 3800 CHICAGO IL 60604-1485	7. ADMINISTERED B	Y (If c	other than item 6)	CODE			
8. NAME AND ADDRESS OF CONTRACTOR (NO ADA S. MCKINLEY COMMUNITY SERVICES, INC 1359 W WASHINGTON BLVD CHICAGO IL 606071905	., Street, Country, State and 2	ZIP Code)	(x)		NT OF SOLICITAT	TON NO.	
				9B. DATED (SE	TION OF CONTR	ACT/ORDER I	NO.
		2	\		GS-05P-09-SA-C-002	2	
CODE (b) (4)	FACILITY CODE			10B. DATED (S	SEE ITEM 13) 29, 2009		
11. TI	IIS ITEM ONLY APPLIES TO	AMENDMENTS OF S	OLIC		-0, 2000		
The above numbered solicitation is amended offers must acknowledge receipt of this amendmen (a) By completing items 8 and 15, and returning or (c) By separate letter or telegram which includes RECEIVED AT THE PLACE DESIGNATED FOR TYOUR OFFER. If by virtue of this amendment your telegram or letter makes reference to the solicitation 12. ACCOUNTING AND APPROPRIATION DATA (See Schedule  13. THIS ITEM ONLY APPLIES TO MODIFICATION ON A. THIS CHANGE ORDER IS ISSUED TO THE COUNTY OF THE CHANGE ORDER IS ISSUED TO THE C	t prior to the hour and date specifies of amendment; (I a reference to the solicitation HE RECEIPT OR OFFERS P desire to change an offer alrest and this amendment, and is lif required)	pecified in the solicitation by By acknowledging re- and amendment numb RIOR TO THE HOUR A ady submitted, such ch received prior to the op	on or a ceipt pers. F AND [ nange pening	as amended, by o of this amendmer AILURE OF YOU DATE SPECIFIED may be made by g hour and date s	ne of the following of the copy of the cop	the offer submitment TO BE REJECTION of provided each ion Amount: Steel Amount: Steel BED IN ITEM 1	\$0.00 \$0.00
B. THE ABOVE NUMBERED CO	TEM 10A.  ONTRACT/ORDER IS MODIF	IED TO REFLECT THE	E ADN	MINISTRATIVE C	HANGES (such as		ıying
office, appropriation date, etc	SET FORTH IN ITEM 14, PL	JRSUANT TO THE AU	THOF	RITY OF FAR 43.	103(b).		
D. OTHER (Specify type of mod	fication and authority)						
E. IMPORTANT: Contractor is not, 14. DESCRIPTION OF AMENDMENT/MODIFICATION purpose of this modification to change the All other terms and conditions not noted in this	FION (Organized by UCF sector Contract Specialist to Ros	ion headings, including semarie Buchalski.			bject matter where	feasible)	
Except as provided herein, all terms and conditions of the docu 15A. NAME AND TITLE OF SIGNER (Type or print	ment referenced in item 9A or 10A, a	s heretofore changed, remai	ins und	hanged and in full for	ce and effect.		
TOA. NAME AND THEE OF SIGNER (Type of print		16A. NAME AND TI Brian Weiss, Contrac 312-886-4112 brian	cting (	Officer	IG OFFICER (Type	or print)	
15B. CONTRACTOR/OFFEROR	15C. DATE SIGNED	(b) (6)			16C. DATE S	IGNED	
(Signature of person authorized to sign)	_				7-20	7-12	

AMENDMENT OF SOLICITATIO	OF CONTRACT	1. Contract ID C	Code	Page of Pages	
2. AMENDMENT MODIFICATION NO.	3. EFFECTIVE DATE				1 4
(max 200.00)				5. PROJECT NO.	(ii applicable)
PS06 AUG 01, 2012 5PSSE-12-0284  6. ISSUED BY CODE PMSC- MINNESOTA/MISCONSIN SERVICE CENTER 5600 AMERICAN BLVD WEST, SUITE 200 BLOOMINGTON MN 55437  AUG 01, 2012 5PSSE-12-0284  7. ADMINISTERED BY (If other than item 6) CODE See Block 6					
8. NAME AND ADDRESS OF CONTRACTOR (NO. ADA S. MCKINLEY COMMUNITY SERVICES, INC 1359 W WASHINGTON BLVD CHICAGO IL 606071905		ZIP Code) (x)	9B. DATED (S	SEE ITEM 11) CATION OF CONTR. GS-05P-09-SA-C-002	ACT/ORDER NO.
(b) (4)		^	10B. DATED	(SEE ITEM 13)	
CODE(b) (4)	FACILITY CODE		JUL	29, 2009	
11. Ti	IIS ITEM ONLY APPLIES T	O AMENDMENTS OF SOLI	CITATIONS		
Offers must acknowledge receipt of this amendmen (a) By completing items 8 and 15, and returning or (c) By separate letter or telegram which includes RECEIVED AT THE PLACE DESIGNATED FOR TI YOUR OFFER. If by virtue of this amendment your telegram or letter makes reference to the solicitation 12. ACCOUNTING AND APPROPRIATION DATA	copies of amendment; a reference to the solicitatio HE RECEIPT OR OFFERS desire to change an offer all a and this amendment, and i	(b) By acknowledging receip in and amendment numbers. PRIOR TO THE HOUR AND ready submitted, such chang	t of this amendment of the FAILURE OF YOU DATE SPECIFIE or may be made to the four and date	ent on each copy of to DUR ACKNOWLEDG ED MAY RESULT IN by telegram or letter, specified. Modification Amou	he offer submitted; MENT TO BE REJECTION OF provided each unt: (b) (4)
See Schedule			Modification	on Obligated Amou	unt:
13. THIS ITEM ONLY APPLIES TO MODIFICATE Check One   A. THIS CHANGE ORDER IS ISS					
B. THE ABOVE NUMBERED CO	ONTRACT/ORDER IS MOD	IFIED TO REFLECT THE AI	OMINISTRATIVE	CHANGES (such as	changes in paying
office, appropriation date, etc.  C. THIS SUPPLEMENTAL AGRE By mutual agreement of the Pa	EMENT IS ENTERED INTO			3.103(6).	
D. OTHER (Specify type of mod					
					1
E. IMPORTANT: Contractor   is not,  14. DESCRIPTION OF AMENDMENT/MODIFICA  GS-05P-09-SA-C-0022, 1B9E01959, JANITO  517 E. WISCONSIN AVE, MILWUAKEE, WI 5	TION (Organized by UCF se RIAL AND RELATED SE 3202.	ection headings, including so	licitation/contract		
This modification is effective August 1, 2012					
15A. NAME AND TITLE OF SIGNER (Type or print		A, as heretofore changed, remains of 16A. NAME AND TITLE Ronald Sieben, Contract 612-725-3018 ronald.s	OF CONTRACT		e or print)
15B. CONTRACTOR/OFFEROR	15C, DATE SIGN	ED 16B. UNITED STATES	OF AMERICA	16C. DATE	SIGNED
(b) (6)	8/21/12	(b) (6)		8/22	1/2012

Previous Edition unusable

STANDARD FORM 30. (Rev. 10-83) Prescribed by GSA FAR (48 CFR) 53.243

## **Continuation Page**

#### Continued from Block 14...

- 1) NISH North Central's proposal, on behalf of Ada S. McKinley Community Services dated June 26, 2012, for the service period of August 1, 2012 through July 31, 2013, is accepted.
- 2) The most recent wage determination, No. 2005-2581, Revision No. 12, Dated 06/13/2012, is hereby incorporated into the contract and is attached herein.
- 3) This modification adjusts the total monthly price for the location as follows:

The new monthly price for standard services will be The new monthly price for snow removal will be The new monthly price for grounds maintenance will be

Monthly invoicing will be as follows:

August 1 - September 30 2012 and May 1 - July 31, 2013, (b) (4)
October 1, 2012 - April 30, 2013, (b) (4)

4) The prices for additional hourly services are as follows:

Additional Services Hourly Productive: (b) (4)
Additional Services Hourly Laborer Productive: (b) (4)
Additional Services Hourly Supervisory: \$(b) (4)

5) Paragraph C.4.1.8 of the contract is hereby replaced in its entirety with the following language.

# C.4.1.8 High Cleaning

High surfaces (greater than 70 inches from the floor) shall be cleaned as prescribed in paragraph C.5.13.

All other terms and conditions of this contract remain unchanged and if full force and effect.

	SCHEDULE Con	ntinued			
ITEM NO.	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE \$	AMOUNT \$
	Contract ng Off cer: Rona d S eben, 612-725-3018, rona d.s eben@gsa.gov  Pr mary Contract ng Off cer Representat ve: Larry Matthews, (414) 297-3039, arry.matthews@gsa.gov				
	A ternate Contract ng Off cer Representat ve(s):				
	Techn ca Po nt of Contact:				
	(New L ne Item) Bas c Serv ce				
0007	Bas c Serv ce 3rd renewa of NISH jan tor a serv ces contract at M waukee Federa Courthouse	12.00	МО	(b) (4)	
	Account ng and Appropr at on Data:				
	(b) (4) PR NUMBER: 5PSSE-12-0284				
	DELIVERY DATE: 07/31/2013 SHIP TO: PMSC, MN/WI Serv ce Center W scons n F e d Off ce 517 E. W scons n Avenue, Room 232 M waukee WI 53202				
	FOB: Dest nat on Per od of Performance: 08/01/2012 to 07/31/2013				
	(New L ne Item) Snow Remova				
8000	Snow Remova 3rd renewa of NISH jan tor a serv ces contract at M waukee Federa Courthouse	7.00	МО	(b) (4)	
	Account ng and Appropr at on Data:				
	(b) (4)				
	PR NUMBER: 5PSSE-12-0284 DELIVERY DATE: 07/31/2013 SHIP TO:				
	PMSC, MN/WI Serv ce Center W scons n F e d Off ce 517 E. W scons n Avenue, Room 232 M waukee WI 53202 FOB: Dest nat on				
	Per od of Performance: 10/01/2012 to 04/30/2013				
	(New L ne Item) Grounds Ma ntenance				
0009	Ground Ma ntenance 3rd renewa of NISH jan tor a serv ces contract at M waukee Federa Courthouse. Serv ce to be provided August and September 2012 and May - Ju y 2013.	5.00	МО	(b) (4)	
	Account ng and Appropr at on Data:				
	(b) (4)				

	SCHEDULE Continued					
ITEM NO.	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE \$	AMOUNT \$	
	(b) (4)					
	5PSSE-12-0284 DELIVERY DATE: 07/31/2013					
	SHIP TO:					
	PMSC, MN/WI Serv ce Center					
	W scons n F e d Off ce					
	517 E. W scons n Avenue, Room 232					
	M waukee WI 53202 FOB: Dest nat on					
	Per od of Performance: 08/01/2012 to 07/31/2013					

WD 05-2581 (Rev.-12) was first posted on www.wdol.gov on 06/19/2012

REGISTER OF WAGE DETERMINATIONS UNDER | THE SERVICE CONTRACT ACT | By direction of the Secretary of Labor |

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Wage Determination No.: 2005-2581

Revision No.: 12

Date Of Revision: 06/13/2012

Diane C. Koplewski Division of Director Wage Determinations

State: Wisconsin

Area: Wisconsin Counties of Milwaukee, Ozaukee, Racine, Walworth, Washington, Waukesha

**Fringe Benefits Required Follow the Occupational Listing	***
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	14111
01011 - Accounting Clerk I	13.81
01012 - Accounting Clerk II	15.51
01013 - Accounting Clerk III	17.91
01020 - Administrative Assistant	25.48
01040 - Court Reporter	19.27
01051 - Data Entry Operator I	12.06
01052 - Data Entry Operator II	13.16
01060 - Dispatcher, Motor Vehicle	18.54
01070 - Document Preparation Clerk	13.07
01090 - Duplicating Machine Operator	13.07
01111 - General Clerk I	12.45
01112 - General Clerk II	13.58
01113 - General Clerk III	15.24
01120 - Housing Referral Assistant	19.28
01141 - Messenger Courier	12.30
01191 - Order Clerk I	11.37
01192 - Order Clerk II	13.73
01261 - Personnel Assistant (Employment) I	16.16
01262 - Personnel Assistant (Employment) II	17.65
01263 - Personnel Assistant (Employment) III	19.68
01270 - Production Control Clerk	21.90
01280 - Receptionist	13.77
01290 - Rental Clerk	16.16
01300 - Scheduler, Maintenance	15.45
01311 - Secretary I	15.45
01312 - Secretary II	17.29
01313 - Secretary III	19.28
01320 - Service Order Dispatcher	17.32
01410 - Supply Technician	25.48
01420 - Survey Worker	18.54
01531 - Travel Clerk I	13.47
01532 - Travel Clerk II	14.57
01533 - Travel Clerk III	15.76
01611 - Word Processor I	13.00
01612 - Word Processor II	16.16
01613 - Word Processor III	17.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.91
05010 - Automotive Electrician	21.18
05040 - Automotive Glass Installer	20.38

05070	- I	Automotive Worker	20.38
05110	- N	Mobile Equipment Servicer	18.76
05130	- N	Motor Equipment Metal Mechanic	21.91
05160	- N	Motor Equipment Metal Worker	20.71
		Motor Vehicle Mechanic	21.91
		Motor Vehicle Mechanic Helper	17.85
		Motor Vehicle Upholstery Worker	19.66
		Motor Vehicle Wrecker	20.38
		Painter, Automotive	21.18
		·	20.38
		Radiator Repair Specialist	
		Tire Repairer	16.09
		Transmission Repair Specialist	21.91
		od Preparation And Service Occupations	
07010			11.25
		Cook I	11.17
		Cook II	12.52
07070	- I	Dishwasher	9.55
07130	- E	Food Service Worker	9.55
07210	- N	Meat Cutter	17.45
07260	- V	Naiter/Waitress	9.30
		rniture Maintenance And Repair Occupations	
		Electrostatic Spray Painter	20.47
		Furniture Handler	15.53
		Furniture Refinisher	20.68
		Gurniture Refinisher Helper	17.44
		Furniture Repairer, Minor	19.20
		Jpholsterer	20.68
		neral Services And Support Occupations	
		Cleaner, Vehicles	10.17
11060	- E	Elevator Operator	10.90
11090	- (	Gardener Gardener	17.48
11122	- F	Housekeeping Aide	12.41
11150	- 5	Janitor	13.68
11210	- I	Laborer, Grounds Maintenance	14.66
		Maid or Houseman	9.30
11260	- F	Primer	13.58
		Tractor Operator	14.72
		Frail Maintenance Worker	14.66
		Vindow Cleaner	14.76
		alth Occupations	14.70
		Ambulance Driver	10 00
			19.09
		Breath Alcohol Technician	19.01
		Certified Occupational Therapist Assistant	20.21
		Certified Physical Therapist Assistant	20.02
		Dental Assistant	15.98
		Dental Hygienist	29.21
12030	- E	EKG Technician	24.71
12035	- E	Electroneurodiagnostic Technologist	24.71
12040	- E	Emergency Medical Technician	19.09
12071	- I	Licensed Practical Nurse I	18.41
12072	- I	Licensed Practical Nurse II	20.59
		Licensed Practical Nurse III	22.96
		Medical Assistant	14.75
		Medical Laboratory Technician	16.74
		Medical Record Clerk	15.96
		Medical Record Cierk Medical Record Technician	17.85
		Medical Transcriptionist	16.17
		Nuclear Medicine Technologist	33.75
		Nursing Assistant I	10.38
		Nursing Assistant II	11.67
12223	- I	Nursing Assistant III	12.73

12310 - Radiologic Technologist   25,22   12311 - Registered Nurse II   30,83   12313 - Registered Nurse II, Specialist   30,83   12314 - Registered Nurse II, Specialist   37,30   12315 - Registered Nurse III   37,30   12315 - Registered Nurse III   37,30   12316 - Registered Nurse IV   44,70   44,70   12317 - Scheduler (Drug and Alcohol Testing)   24,74   13000 - Information And Arts Occupations   19,69   13011 - Exhibits Specialist II   22,17   13013 - Exhibits Specialist II   27,12   13041 - Exhibits Specialist II   27,12   13041 - Illustrator II   20,31   13042 - Illustrator II   20,31   13043 - Illustrator II   20,31   13043 - Illustrator II   20,31   13043 - Illustrator II   20,31   13045 - Illustrator II   20,31   13059 - Illustrator II   20,31   13060 - Illustrator II   20,31   13061 - Illustrator II   20,31   13062 - Illustrator II   20,43   13072 - Photographer II   20,43   13072 - Ph	12235 12236 12250	- Nursing Assistant IV - Optical Dispenser - Optical Technician - Pharmacy Technician - Phlebotomist		14.29 16.65 14.64 13.49 14.29
12312 - Registered Nurse II, Specialist   30.83   12314 - Registered Nurse III, Specialist   37.30   12315 - Registered Nurse III   37.30   12315 - Registered Nurse III, Amesthetist   37.30   12316 - Registered Nurse IV   44.70   12317 - Scheduler (Drug and Alcohol Testing)   24.74   13000 - Information And Arts Occupations   13011 - Exhibits Specialist II   19.69   13012 - Exhibits Specialist II   22.17   13013 - Exhibits Specialist III   27.12   13041 - Illustrator I   20.31   13042 - Illustrator II   20.31   13043 - Illustrator II   20.31   13043 - Illustrator III   20.31   13047 - Librarian   24.45   13054 - Library Information Technology Systems   22.09   Administrator   13054 - Library Information Technology Systems   22.09   Administrator   13061 - Media Specialist II   19.05   13062 - Media Specialist II   19.05   13063 - Photographer I   15.84   13071 - Photographer I   15.84   13071 - Photographer I   15.84   13071 - Photographer II   19.88   13072 - Photographer II   19.88   13073 - Photographer II   19.88   13073 - Photographer IV   20.43   13044 - Computer Operator II   20.43   14044 - Computer Operator IV   25.35   14054 - Computer Poteramer II   (see I)   14073 - Computer Programmer II   (see I)   14074 - Computer Programmer II   (see I)   14074 - Computer Systems Analyst II   (see I)   14075 - Peripheral Equipment Operator   18.24   14160 - Peripheral Equipment Operator   18.25   14060 - Altrorew Training Devices Instructor (Non-Rated)   33.39   15000 - Instructional Occupations   15000 - Instructional Occupations   15000 - Technical Instructor (Pilo	12305	- Radiologic Technologist		25.22
12313 - Registered Nurse III   30.83   12315 - Registered Nurse III   37.30   12315 - Registered Nurse III   37.30   12316 - Registered Nurse III   44.70   12317 - Scheduler (Drug and Alcohol Testing)   24.74   13000 - Information And Arts Occupations   19.69   13011 - Exhibits Specialist II   22.17   13013 - Exhibits Specialist III   27.12   13041 - Illustrator I   27.12   13041 - Illustrator II   27.13   13042 - Illustrator II   24.08   13047 - Illustrator III   24.08   13047 - Illustrator III   24.08   13047 - Illustrator III   24.08   13050 - Library Aide/Clerk   13.67   13050 - Library Aide/Clerk   13.67   13050 - Library Aide/Clerk   13.061 - Media Specialist II   15.51   13061 - Media Specialist II   15.51   13061 - Media Specialist II   19.05   13062 - Media Specialist II   19.05   13072 - Photographer I   15.83   13072 - Photographer I   15.83   13072 - Photographer II   17.71   13073 - Photographer II   17.71   13073 - Photographer IV   26.85   13075 - Photographer V   26.85   13074 - Computer Operator II   20.43   14043 - Computer Operator II   20.43   14043 - Computer Operator II   20.43   14043 - Computer Operator II   20.43   14044 - Computer Operator II   20.43   14045 - Computer Programmer II   20.45   14045 - Computer Programmer II   20.45   14045 - Computer P				
12314 - Registered Nurse III		<del>-</del>		
12315 - Registered Nurse III, Anesthetist   37,30   12316 - Registered Nurse IV   44,70   12317 - Scheduler (Drug and Alcohol Testing)   24.74   13000 - Information And Arts Occupations   13011 - Exhibits Specialist II   19.69   13012 - Exhibits Specialist III   22,17   13013 - Exhibits Specialist III   22,17   13014 - Illustrator II   17,91   13042 - Illustrator II   20,31   13043 - Illustrator III   24,08   13047 - Library Aide/Clerk   13.050 - Library Aide/Clerk   13.050 - Library Aide/Clerk   13.050 - Library Thformation Technology Systems   22,09   Administrator II   15,51   13061 - Library Technician   15,51   13062 - Media Specialist II   19,05   13062 - Media Specialist III   19,05   13062 - Media Specialist III   19,05   13063 - Media Specialist III   19,05   13063 - Media Specialist III   19,05   13063 - Photographer II   15,83   13071 - Photographer II   15,83   13072 - Photographer IV   26,85   13075 - Photographer IV   26,85   13075 - Photographer IV   26,85   13075 - Photographer V   26,85   13075 - Photographer V   26,85   13075 - Photographer V   26,85   14004 - Computer Operator II   22,80   14042 - Computer Operator II   22,80   14043 - Computer Operator II   28,21   14073 - Computer Operator IV   26,25   14073 - Computer Systems Analyst II   (see 1)   14074 - Computer Systems Analyst II   (see 1)   14073 - Computer Systems Analyst II   (see 1)   14074 - Computer Systems Analyst II   (see 1)   14075 - Perspanal Computer Systems Analyst II   (see 1)   14074 - Computer Systems Analyst II   (see 1)   14075 - Perspanal Computer Support Technician   25,35   15000 - Instructional Occupations   15000 - Instructional Occupations   15000 - Aircrew Training Devices Instructor (Non-Rated)   33,39   15020 - Aircrew Training Devices Instructor (Non-Rated)   33,39   15000 - Instructional Technologist   15000 - Technical Instructor (Pilot)   44,48   15050 - Computer Based Training Specialist				
12316 - Registered Nurse IV   24.70   3000 - Information And Arts Occupations   13011 - Exhibits Specialist II   22.17   13012 - Exhibits Specialist III   27.12   13041 - Illustrator I   27.12   13041 - Illustrator I   27.12   13042 - Illustrator I   27.13   13043 - Illustrator I   24.08   13042 - Illustrator II   24.08   13042 - Illustrator III   24.08   13045 - Library Aide/Clerk   24.05   13050 - Library Aide/Clerk   24.05   13050 - Library Aide/Clerk   25.09   13054 - Library Information Technology Systems   22.09   Administrator   25.08   13055 - Library Technician   25.51   13061 - Media Specialist II   25.51   13061 - Media Specialist II   25.51   13062 - Media Specialist II   25.51   13063 - Media Specialist III   25.51   13073 - Photographer II   25.51   13073 - Photographer II   25.51   13074 - Photographer II   25.51   13074 - Photographer II   25.51   13074 - Photographer IV   25.53   13075 - Photographer V   25.68   13075 - Photographer V   25.53   14045 - Computer Operator II   25.51   14042 - Computer Operator II   25.51   14043 - Computer Operator IV   25.53   14045 - Computer Systems Analyst II   (see I)   14072 - Computer Programmer II   (see I)   14073 - Computer Systems Analyst II   (see I)   14074 - Computer Systems Analyst II   (see I)   14074 - Computer Systems Analyst II   (see I)   14074 - Computer Systems Analyst II   (see I)   14075 - Peripheral Equipment Operator   25.55   15000 - Instructional Occupations   25.55   15000 - Instructio		<del>-</del>		
12317 - Scheduler (Drug and Alcohol Testing)   24.74   13000 - Information And Arts Occupations   19.69   13011 - Exhibits Specialist II   19.69   13012 - Exhibits Specialist III   27.12   13041 - Illustrator I   20.31   13042 - Illustrator II   20.31   13042 - Illustrator II   20.31   13043 - Illustrator III   20.31   13043 - Illustrator III   24.08   13.67   13050 - Library Aide/Clerk   13.67   13054 - Library Information Technology Systems Administrator   15.51   13061 - Media Specialist II   15.94   13062 - Media Specialist II   15.94   13062 - Media Specialist II   19.05   13062 - Media Specialist III   19.88   13071 - Photographer II   17.71   13073 - Photographer IV   17.71   13073 - Photographer IV   12.94   13100 - Video Teleconference Technician   15.46   14000 - Information Technology Occupations   14041 - Computer Operator II   20.43   14042 - Computer Operator II   20.43   14043 - Computer Operator II   (see I)   14073 - Computer Operator IV   25.35   14075 - Computer Operator IV   25.35   14075 - Computer Systems Analyst II   (see I)   14074 - Computer Systems Analyst II   (see I)   14075 - Computer Systems Analyst II   (see I)   14075 - Computer Systems Analyst II   (see I)   14076 - Personal Computer Support Technician   25.35   15000 - Instructional Occupations   15000 - Instru				
13000 - Information And Arts Occupations   19.69   13012 - Exhibits Specialist II   22.17   13013 - Exhibits Specialist III   27.12   13041 - Illustrator I   17.91   13042 - Illustrator II   20.31   13043 - Illustrator III   24.08   13043 - Illustrator III   24.08   13043 - Library Aide/Clerk   13.67   13054 - Library Aide/Clerk   13.67   13054 - Library Aide/Clerk   13.67   13054 - Library Information Technology Systems   22.09   Administrator   15.51   13061 - Media Specialist II   19.05   13063 - Media Specialist II   19.05   13063 - Media Specialist III   19.05   13063 - Media Specialist III   19.88   13071 - Photographer II   15.83   13072 - Photographer II   17.71   13073 - Photographer IV   26.85   13075 - Photographer IV   26.85   13075 - Photographer V   26.85   13075 - Photographer V   26.85   13075 - Photographer V   26.85   13074 - Computer Operator II   22.40   14042 - Computer Operator IV   25.35   14045 - Computer Operator IV   25.35   14045 - Computer Operator IV   25.35   14071 - Computer Programmer I   (see 1)   14073 - Computer Programmer II   (see 1)   14073 - Computer Programmer IV   26.21   14072 - Computer Programmer IV   (see 1)   14073 - Computer Programmer IV   (see 1)   14074 - Computer Programmer IV   (see 1)   14074 - Computer Programmer IV   (see 1)   14074 - Computer Programmer IV   (see 1)   14075 - Computer Programmer IV   (see 1)   14070 - Aircrew Training Devices Instructor (Non-Rated)   33.39   15050 - Instructional Occupations   15.24   14060 - Personal Computer Support Technician   25.35   15000 - Aircrew Training Devices Instructor (Non-Rated)   33.39   15000 - Aircrew Training Devices Instructor (Non-Rated)   33.39   15000 - Aircrew Training Devices Instructor (Non-Rated)   33.39   15050 - Computer Based Training Specialist / Instructor   33.39   15050 - Felight Instructor (Pilot)   44.48   15050 - Computer Based Training Specialist / Instructor   15.58				
13011 - Exhibits Specialist II   22.17   13013 - Exhibits Specialist III   22.17   13013 - Exhibits Specialist III   27.12   13041 - Illustrator I   20.31   13042 - Illustrator II   20.31   13042 - Illustrator III   20.31   13043 - Illustrator III   24.08   13054 - Librarian   24.45   13050 - Library Aide/Clerk   13.67   13054 - Library Information Technology Systems   22.09   Administrator   13058 - Library Technician   15.51   13061 - Media Specialist II   15.94   13062 - Media Specialist II   19.05   13063 - Media Specialist III   19.05   13063 - Media Specialist III   19.05   13063 - Media Specialist III   19.05   13072 - Photographer I   15.83   13072 - Photographer II   17.71   13073 - Photographer IV   26.85   13075 - Photographer V   26.85   14041 - Computer Operator I   18.24   14043 - Computer Operator II   22.04   14042 - Computer Operator II   22.04   14044 - Computer Operator II   22.04   14044 - Computer Operator IV   25.35   14045 - Computer Operator IV   25.35   14045 - Computer Programmer I   (see I)   14072 - Computer Programmer II   (see I)   14073 - Computer Programmer II   (see I)   14074 - Computer Programmer IV   (see I)   14074 - Computer Programmer IV   (see I)   14074 - Computer Systems Analyst II   (see I)   14101 - Computer Systems Analyst II   (see I)   14102 - Computer Systems Analyst II   (see I)   14103 - Computer Systems Analyst II   (see I)   14104 - Computer Systems Analyst II   (see I)   14104 - Computer Systems Analyst II   (see I)   14105 - Personal Computer Support Technician   25.35   15000 - Instructional Occupations   15000 - Instructional Occupations   15000 - Instructional Occupations   15000 - Aircrew Training Devices Instructor (Non-Rated)   33.39   15000 - Aircrew Training Devices Instructor (Rated)   33.39   15000 - Aircrew Training Devices Instructor (Rated)   33.39   15000 - Aircrew Training Devices Instructor (Rated)   33.39   15000 - Aircrew Training Devices In				21.71
13012 - Exhibits Specialist III   27.12   13041 - Illustrator I   17.91   13042 - Illustrator II   20.31   17.91   13042 - Illustrator II   20.31   20.31   13043 - Illustrator III   24.08   13050 - Library Aide/Clerk   13.65   13050 - Library Aide/Clerk   13.65   13050 - Library Aide/Clerk   13.65   13050 - Library Technician   15.51   13051 - Library Technician   15.51   13061 - Media Specialist II   19.05   13063 - Media Specialist II   19.05   13063 - Media Specialist III   19.05   13063 - Media Specialist III   19.88   13071 - Photographer II   15.88   13072 - Photographer II   17.71   13073 - Photographer IV   26.85   13010 - Video Teleconference Technician   15.46   14000 - Information Technology Occupations   15.46   14000 - Information Technology Occupations   14041 - Computer Operator II   20.43   14042 - Computer Operator IV   25.35   14045 - Computer Operator IV   25.35   14045 - Computer Operator IV   25.35   14071 - Computer Operator IV   25.35   14071 - Computer Programmer II   (see 1)   14074 - Computer Programmer IV   (see 1)   14101 - Computer Systems Analyst II   (see 1)   14102 - Computer Systems Analyst II   (see 1)   14103 - Computer Systems Analyst II   (see 1)   14103 - Computer Systems Analyst II   (see 1)   14104 - Computer Systems Analyst II   (see 1)   14105 - Aircrew Training Devices Instructor (Non-Rated)   33.39   15050 - Aircrew Training Devices Instructor (Non-Rated)   33.39   15050 - Aircrew Training Devices Instructor (Non-Rated)   33.39   15050 - Aircrew Training Devices Instructor (Rated)   33.39   15050 - Computer Sased Training Specialist / Instructor   15.58   15090 - Technical Instructor (Pilot)   44.48   15050 - Tech				19.69
13041 - Illustrator I				22.17
13042 - Illustrator II	13013	- Exhibits Specialist III		27.12
13043 - Illustrator III				
13047 - Librarian				
13050 - Library Aide/Clerk   13.67   13054 - Library Information Technology Systems   22.09   Administrator   13058 - Library Technician   15.51   13061 - Media Specialist I   15.94   13062 - Media Specialist II   19.05   13063 - Media Specialist III   19.88   13071 - Photographer I   19.88   13072 - Photographer II   17.71   13073 - Photographer II   17.71   13073 - Photographer IV   26.85   13075 - Photographer V   26.48   14004 - Computer Operator II   20.44   14041 - Computer Operator II   20.43   14042 - Computer Operator II   20.43   14044 - Computer Operator IV   25.35   14045 - Computer Operator IV   25.35   14045 - Computer Operator IV   25.35   14045 - Computer Operator IV   26.21   14072 - Computer Operator V   27.91   14071 - Computer Programmer II   (see I)   14074 - Computer Programmer II   (see I)   14074 - Computer Programmer IV   (see I)   14103 - Computer Systems Analyst II   (see I)   14105 - Peripheral Equipment Operator   18.24   14160 - Personal Computer Support Technician   25.35   15010 - Aircrew Training Devices Instructor (Non-Rated)   33.39   15000 - Instructional Occupations   15010 - Aircrew Training Devices Instructor (Rated)   39.07   15030 - Air Crew Training Devices Instructor (Pilot)   44.48   15050 - Computer Based Training Specialist / Instructor   33.39   15060 - Educational Technologist   27.81   15090 - Technical Instructor (Pilot)   44.48   15090 - Technical Instructor (Pilot)   44.48   15090 - Technical Instructor (Pilot)   44.48   15090 - Technical Instructor (Pilot)   44.50   15090 - Technical Instructor (Pilot)   44.50   15090 - Technical Instructor (Pilot)   45.60   15090 - Technical Instructor (Pilot)   15090 -				
13054 - Library Information Technology Systems   22.09     Administrator   15.51     13061 - Media Specialist I   15.94     13062 - Media Specialist II   19.05     13063 - Media Specialist III   19.05     13063 - Media Specialist III   19.88     13071 - Photographer I   15.83     13072 - Photographer II   17.71     13073 - Photographer III   21.94     13074 - Photographer IV   26.85     13100 - Video Teleconference Technician   15.46     14000 - Information Technology Occupations   18.24     14041 - Computer Operator I   20.43     14042 - Computer Operator II   20.43     14044 - Computer Operator II   20.43     14045 - Computer Operator IV   25.35     14075 - Computer Programmer I   (see 1)     14073 - Computer Programmer II   (see 1)     14074 - Computer Programmer II   (see 1)     14074 - Computer Programmer IV   (see 1)     14101 - Computer Systems Analyst II   (see 1)     14102 - Computer Systems Analyst II   (see 1)     14103 - Computer Systems Analyst II   (see 1)     14104 - Personal Computer Support Technician   25.35     15010 - Aircrew Training Devices Instructor (Non-Rated)   33.39     15020 - Aircrew Training Devices Instructor (Rated)   39.07     15030 - Air Crew Training Devices Instructor (Pilot)   44.48     15050 - Computer Based Training Specialist / Instructor   33.39     15060 - Educational Technologist   27.81     15090 - Technical Instructor   23.40     15100 - Test Proctor   23.40     15110 - Test Proctor   16.88				
Administrator  13058 - Library Technician 15.51 13061 - Media Specialist II 15.94 13062 - Media Specialist III 19.05 13063 - Media Specialist III 19.88 13071 - Photographer I 15.83 13072 - Photographer II 17.71 13073 - Photographer III 21.94 13074 - Photographer IV 26.85 13075 - Photographer IV 26.85 13075 - Photographer V 32.48 13110 - Video Teleconference Technician 15.46 14000 - Information Technology Occupations 14041 - Computer Operator I 18.24 14042 - Computer Operator II 1 22.80 14043 - Computer Operator IV 25.35 14045 - Computer Operator IV 25.35 14045 - Computer Operator IV 27.91 14071 - Computer Operator V 27.91 14071 - Computer Programmer I (see 1) 14072 - Computer Programmer II (see 1) 14074 - Computer Programmer III (see 1) 14101 - Computer Programmer III (see 1) 14101 - Computer Systems Analyst II (see 1) 14102 - Computer Systems Analyst II (see 1) 14103 - Computer Systems Analyst II (see 1) 14103 - Peripheral Equipment Operator 18.24 14160 - Personal Computer Support Technician 25.35 15000 - Instructional Occupations 15000 - Aircrew Training Devices Instructor (Non-Rated) 33.39 15020 - Aircrew Training Devices Instructor (Rated) 39.07 15030 - Air Crew Training Devices Instructor (Rated) 39.07 15030 - Air Crew Training Devices Instructor (Pilot) 44.48 15050 - Computer Based Training Specialist / Instructor 33.39 15060 - Educational Technologist 15.00 15090 - Technical Instructor (Pilot) 44.48 15080 - Graphic Artist 21.52 15090 - Technical Instructor (Pilot) 44.48 15080 - Graphic Artist 21.52 15090 - Technical Instructor (Pilot) 44.48 15080 - Graphic Artist 21.52 15090 - Technical Instructor (Pilot) 44.48 15080 - Graphic Artist 21.52 15090 - Technical Instructor (Pilot) 44.48				
13058 - Library Technician   15.51   13061 - Media Specialist I				22.09
13061 - Media Specialist I				15 51
13062 - Media Specialist II				
13063 - Media Specialist III   15.83   13071 - Photographer I   15.83   13072 - Photographer II   15.83   13072 - Photographer III   21.94   13073 - Photographer III   21.94   13074 - Photographer IV   26.85   13075 - Photographer IV   26.85   13075 - Photographer V   32.48   13110 - Video Teleconference Technician   15.46   14000 - Information Technology Occupations   14041 - Computer Operator II   20.43   14042 - Computer Operator III   20.43   14043 - Computer Operator III   22.80   14044 - Computer Operator IV   25.35   14045 - Computer Operator IV   25.35   14045 - Computer Operator V   27.91   14071 - Computer Programmer I   (see 1)   14072 - Computer Programmer III   (see 1)   14073 - Computer Programmer IV   (see 1)   14101 - Computer Programmer IV   (see 1)   14103 - Computer Systems Analyst II   (see 1)   14103 - Computer Systems Analyst II   (see 1)   14103 - Peripheral Equipment Operator   18.24   14160 - Personal Computer Support Technician   25.35   15000 - Instructional Occupations   15010 - Aircrew Training Devices Instructor (Non-Rated)   33.39   15000 - Air crew Training Devices Instructor (Non-Rated)   33.39   15000 - Air crew Training Devices Instructor (Rated)   39.07   15030 - Air crew Training Devices Instructor (Pilot)   44.48   15050 - Computer Based Training Specialist / Instructor   33.39   15060 - Educational Technologist   27.81   15070 - Flight Instructor (Pilot)   44.48   15080 - Graphic Artist   21.52   15090 - Technical Instructor (Pilot)   24.48   15090 - Technical Instructor (Pilot)   27.81   27.				
13071 - Photographer I				
13072 - Photographer III				15.83
13074 - Photographer IV   26.85   13075 - Photographer V   32.48   13110 - Video Teleconference Technician   15.46   14000 - Information Technology Occupations   14041 - Computer Operator I   18.24   14042 - Computer Operator III   20.43   14043 - Computer Operator IV   25.35   14045 - Computer Operator IV   25.35   14045 - Computer Operator V   25.35   14047 - Computer Programmer I   (see 1)   14071 - Computer Programmer II   (see 1)   14072 - Computer Programmer III   (see 1)   14073 - Computer Programmer IV   (see 1)   14101 - Computer Programmer IV   (see 1)   14101 - Computer Programmer IV   (see 1)   14102 - Computer Systems Analyst II   (see 1)   14103 - Computer Systems Analyst II   (see 1)   14103 - Computer Systems Analyst II   (see 1)   14104 - Computer Systems Analyst II   (see 1)   14105 - Peripheral Equipment Operator   18.24   14160 - Personal Computer Support Technician   25.35   15000 - Instructional Occupations   15010 - Aircrew Training Devices Instructor (Non-Rated)   33.39   15020 - Aircrew Training Devices Instructor (Rated)   39.07   15030 - Air Crew Training Devices Instructor (Pilot)   44.48   15050 - Computer Based Training Specialist / Instructor   33.39   15000 - Educational Technologist   27.81   15070 - Flight Instructor (Pilot)   44.48   15080 - Graphic Artist   21.52   15090 - Technical Instructor (Pilot)   44.48   15080 - Graphic Artist   21.52   15090 - Technical Instructor (Pourse Developer   23.40   15110 - Test Proctor   16.88   16				17.71
13075 - Photographer V   132.48   13110 - Video Teleconference Technician   15.46   14000 - Information Technology Occupations   14041 - Computer Operator I   18.24   14042 - Computer Operator II   20.43   14043 - Computer Operator IV   25.35   14044 - Computer Operator IV   25.35   14045 - Computer Operator V   27.91   14071 - Computer Programmer I   (see 1)   14072 - Computer Programmer II   (see 1)   14073 - Computer Programmer IV   (see 1)   14074 - Computer Programmer IV   (see 1)   14101 - Computer Programmer IV   (see 1)   14102 - Computer Systems Analyst I   (see 1)   14103 - Computer Systems Analyst II   (see 1)   14103 - Computer Systems Analyst III   (see 1)   14100 - Peripheral Equipment Operator   18.24   14160 - Personal Computer Support Technician   25.35   15000 - Instructional Occupations   15010 - Aircrew Training Devices Instructor (Non-Rated)   33.39   15020 - Aircrew Training Devices Instructor (Rated)   39.07   15030 - Air Crew Training Devices Instructor (Pilot)   44.48   15050 - Computer Based Training Specialist / Instructor   33.39   15000 - Educational Technologist   27.81   15070 - Flight Instructor (Pilot)   44.48   15080 - Graphic Artist   21.52   15090 - Technical Instructor   23.40   15010 - Test Proctor   23.40   150	13073	- Photographer III		21.94
13110 - Video Teleconference Technician   15.46     14000 - Information Technology Occupations   14041 - Computer Operator I   18.24     14042 - Computer Operator II   20.43     14043 - Computer Operator IV   22.80     14044 - Computer Operator IV   25.35     14045 - Computer Operator V   27.91     14071 - Computer Programmer I   (see 1)     14072 - Computer Programmer II   (see 1)     14073 - Computer Programmer IV   (see 1)     14074 - Computer Programmer IV   (see 1)     14101 - Computer Systems Analyst I   (see 1)     14102 - Computer Systems Analyst II   (see 1)     14103 - Computer Systems Analyst III   (see 1)     14104 - Personal Computer Support Technician   25.35     15000 - Instructional Occupations   15010 - Aircrew Training Devices Instructor (Non-Rated)   33.39     15020 - Aircrew Training Devices Instructor (Rated)   39.07     15030 - Air Crew Training Devices Instructor (Pilot)   44.48     15050 - Computer Based Training Specialist / Instructor   33.39     15050 - Educational Technologist   27.81     15070 - Flight Instructor (Pilot)   44.48     15080 - Graphic Artist   21.52     15090 - Technical Instructor   23.40     15110 - Test Proctor   16.88				26.85
14000 -   Information Technology Occupations   18.24   14041 -   Computer Operator I   20.43   14042 -   Computer Operator III   20.43   14043 -   Computer Operator IV   22.80   14044 -   Computer Operator IV   25.35   14045 -   Computer Operator V   27.91   14071 -   Computer Programmer I   26.21   14072 -   Computer Programmer III   (see 1)   14074 -   Computer Programmer III   (see 1)   14074 -   Computer Programmer IV   (see 1)   14101 -   Computer Programmer IV   (see 1)   14101 -   Computer Programmer IV   (see 1)   14102 -   Computer Systems Analyst II   (see 1)   14103 -   Computer Systems Analyst III   (see 1)   14150 -   Peripheral Equipment Operator   18.24   14160 -   Personal Computer Support Technician   25.35   15000 -   Instructional Occupations   15010 -   Aircrew Training Devices Instructor (Non-Rated)   33.39   15020 -   Aircrew Training Devices Instructor (Rated)   39.07   15330 -     Air Crew Training Devices Instructor (Pilot)   44.48   15050 -   Computer Based Training Specialist /   Instructor   33.39   15060 -   Educational Technologist   27.81   15070 -   Flight Instructor (Pilot)   44.48   15080 -   Graphic Artist   21.52   15090 -   Technical Instructor   23.40   15110 -   Test Proctor   16.88   1	13075	- Photographer V		32.48
14041 - Computer Operator I       18.24         14042 - Computer Operator III       20.43         14043 - Computer Operator IVI       22.80         14044 - Computer Operator IV       25.35         14045 - Computer Operator V       27.91         14071 - Computer Programmer I       (see 1)         14072 - Computer Programmer IVI       (see 1)         14073 - Computer Programmer IVV       (see 1)         14101 - Computer Systems Analyst I (see 1)       (see 1)         14102 - Computer Systems Analyst II (see 1)       (see 1)         14103 - Computer Systems Analyst III (see 1)       18.24         14160 - Peripheral Equipment Operator       18.24         14160 - Personal Computer Support Technician       25.35         15000 - Instructional Occupations       25.35         15010 - Aircrew Training Devices Instructor (Non-Rated)       33.39         15020 - Aircrew Training Devices Instructor (Rated)       39.07         15030 - Air Crew Training Devices Instructor (Pilot)       44.48         15050 - Computer Based Training Specialist / Instructor       33.39         15060 - Educational Technologist       27.81         15070 - Flight Instructor (Pilot)       44.48         15080 - Graphic Artist       21.52         15090 - Technical Instructor       23.40				15.46
14042 - Computer Operator II				
14043 - Computer Operator III       22.80         14044 - Computer Operator IV       25.35         14045 - Computer Operator V       27.91         14071 - Computer Programmer I       (see 1)         14072 - Computer Programmer III (see 1)       (see 1)         14073 - Computer Programmer IV (see 1)       (see 1)         14101 - Computer Systems Analyst I (see 1)       (see 1)         14102 - Computer Systems Analyst II (see 1)       (see 1)         14103 - Computer Systems Analyst III (see 1)       (see 1)         14104 - Peripheral Equipment Operator       18.24         14160 - Personal Computer Support Technician       25.35         15000 - Instructional Occupations       33.39         15010 - Aircrew Training Devices Instructor (Non-Rated)       33.39         15020 - Aircrew Training Devices Instructor (Rated)       39.07         15030 - Air Crew Training Devices Instructor (Pilot)       44.48         15050 - Computer Based Training Specialist / Instructor       33.39         15060 - Educational Technologist       27.81         15070 - Flight Instructor (Pilot)       44.48         15090 - Technical Instructor       19.14         15095 - Technical Instructor       19.14         15095 - Technical Instructor/Course Developer       23.40         15110 - Test Pr				
14044 - Computer Operator IV       25.35         14045 - Computer Operator V       27.91         14071 - Computer Programmer I       26.21         14072 - Computer Programmer III       (see 1)         14073 - Computer Programmer IV       (see 1)         141074 - Computer Systems Analyst I       (see 1)         14101 - Computer Systems Analyst II       (see 1)         14102 - Computer Systems Analyst III       (see 1)         14103 - Computer Systems Analyst III       (see 1)         14150 - Peripheral Equipment Operator       18.24         14160 - Personal Computer Support Technician       25.35         15000 - Instructional Occupations       35.35         15010 - Aircrew Training Devices Instructor (Non-Rated)       33.39         15020 - Aircrew Training Devices Instructor (Rated)       39.07         15030 - Air Crew Training Devices Instructor (Pilot)       44.48         15050 - Computer Based Training Specialist / Instructor       33.39         15060 - Educational Technologist       27.81         15070 - Flight Instructor (Pilot)       44.48         15080 - Graphic Artist       21.52         15090 - Technical Instructor/Course Developer       23.40         15110 - Test Proctor       16.88				
14045 - Computer Operator V       27.91         14071 - Computer Programmer I       26.21         14072 - Computer Programmer III (see 1)       (see 1)         14073 - Computer Programmer IV (see 1)       (see 1)         14074 - Computer Programmer IV (see 1)       (see 1)         14101 - Computer Systems Analyst I (see 1)       (see 1)         14102 - Computer Systems Analyst III (see 1)       (see 1)         14103 - Computer Systems Analyst III (see 1)       (see 1)         14150 - Peripheral Equipment Operator       18.24         14160 - Personal Computer Support Technician       25.35         15000 - Instructional Occupations       33.39         15010 - Aircrew Training Devices Instructor (Non-Rated)       33.39         15020 - Aircrew Training Devices Instructor (Rated)       39.07         15030 - Air Crew Training Devices Instructor (Pilot)       44.48         15050 - Computer Based Training Specialist / Instructor       33.39         15060 - Educational Technologist       27.81         15070 - Flight Instructor (Pilot)       44.48         15080 - Graphic Artist       21.52         15090 - Technical Instructor       19.14         15095 - Technical Instructor/Course Developer       23.40         15110 - Test Proctor       16.88				
14071 - Computer Programmer I 14072 - Computer Programmer III (see 1) 14073 - Computer Programmer IIII (see 1) 14074 - Computer Programmer IV (see 1) 14101 - Computer Systems Analyst I (see 1) 14102 - Computer Systems Analyst III (see 1) 14103 - Computer Systems Analyst IIII (see 1) 14104 - Peripheral Equipment Operator 14106 - Personal Computer Support Technician 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15030 - Educational Technologist 15070 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 19.14 15095 - Technical Instructor 15010 - Test Proctor				
14072 - Computer Programmer II (see 1) 14073 - Computer Programmer III (see 1) 14074 - Computer Programmer IV (see 1) 14101 - Computer Systems Analyst I (see 1) 14102 - Computer Systems Analyst II (see 1) 14103 - Computer Systems Analyst III (see 1) 14104 - Peripheral Equipment Operator 14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 15020 - Aircrew Training Devices Instructor (Rated) 15030 - Air Crew Training Devices Instructor (Pilot) 15030 - Air Crew Training Devices Instructor (Pilot) 15060 - Educational Technologist 15070 - Flight Instructor (Pilot) 15080 - Graphic Artist 15090 - Technical Instructor 15095 - Technical Instructor 15096 - Technical Instructor 15097 - Technical Instructor 15098 - Technical Instructor 15099 - Technical Instructor 15090 - Technical Instructor				
14073 - Computer Programmer III (see 1) 14074 - Computer Programmer IV (see 1) 14101 - Computer Systems Analyst I (see 1) 14102 - Computer Systems Analyst II (see 1) 14103 - Computer Systems Analyst III (see 1) 14150 - Peripheral Equipment Operator 18.24 14160 - Personal Computer Support Technician 25.35 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 33.39 15020 - Aircrew Training Devices Instructor (Rated) 39.07 15030 - Air Crew Training Devices Instructor (Pilot) 44.48 15050 - Computer Based Training Specialist / Instructor 33.39 15060 - Educational Technologist 27.81 15070 - Flight Instructor (Pilot) 44.48 15080 - Graphic Artist 21.52 15090 - Technical Instructor (Developer 23.40 15110 - Test Proctor 16.88		<del>-</del>	(see 1)	20.21
14074 - Computer Programmer IV (see 1) 14101 - Computer Systems Analyst I (see 1) 14102 - Computer Systems Analyst II (see 1) 14103 - Computer Systems Analyst III (see 1) 14150 - Peripheral Equipment Operator 18.24 14160 - Personal Computer Support Technician 25.35 15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 33.39 15020 - Air Crew Training Devices Instructor (Rated) 39.07 15030 - Air Crew Training Devices Instructor (Pilot) 44.48 15050 - Computer Based Training Specialist / Instructor 33.39 15060 - Educational Technologist 27.81 15070 - Flight Instructor (Pilot) 44.48 15080 - Graphic Artist 21.52 15090 - Technical Instructor (Pilot) 23.40 15110 - Test Proctor 16.88				
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14103 - Computer Systems Analyst III (see 1)  14150 - Peripheral Equipment Operator 18.24  14160 - Personal Computer Support Technician 25.35  15000 - Instructional Occupations  15010 - Aircrew Training Devices Instructor (Non-Rated) 33.39  15020 - Aircrew Training Devices Instructor (Rated) 39.07  15030 - Air Crew Training Devices Instructor (Pilot) 44.48  15050 - Computer Based Training Specialist / Instructor 33.39  15060 - Educational Technologist 27.81  15070 - Flight Instructor (Pilot) 44.48  15080 - Graphic Artist 21.52  15090 - Technical Instructor 19.14  15095 - Technical Instructor/Course Developer 23.40  15110 - Test Proctor				
14150 - Peripheral Equipment Operator 14160 - Personal Computer Support Technician 25.35  15000 - Instructional Occupations 15010 - Aircrew Training Devices Instructor (Non-Rated) 33.39 15020 - Aircrew Training Devices Instructor (Rated) 39.07 15030 - Air Crew Training Devices Instructor (Pilot) 44.48 15050 - Computer Based Training Specialist / Instructor 33.39 15060 - Educational Technologist 27.81 15070 - Flight Instructor (Pilot) 44.48 15080 - Graphic Artist 21.52 15090 - Technical Instructor 15095 - Technical Instructor Developer 23.40 15110 - Test Proctor	14102	- Computer Systems Analyst II	(see 1)	
14160 - Personal Computer Support Technician25.3515000 - Instructional Occupations33.3915010 - Aircrew Training Devices Instructor (Non-Rated)33.3915020 - Aircrew Training Devices Instructor (Rated)39.0715030 - Air Crew Training Devices Instructor (Pilot)44.4815050 - Computer Based Training Specialist / Instructor33.3915060 - Educational Technologist27.8115070 - Flight Instructor (Pilot)44.4815080 - Graphic Artist21.5215090 - Technical Instructor19.1415095 - Technical Instructor/Course Developer23.4015110 - Test Proctor16.88			(see 1)	
15000 - Instructional Occupations  15010 - Aircrew Training Devices Instructor (Non-Rated)  15020 - Aircrew Training Devices Instructor (Rated)  15030 - Air Crew Training Devices Instructor (Pilot)  15050 - Computer Based Training Specialist / Instructor  15060 - Educational Technologist  15070 - Flight Instructor (Pilot)  15080 - Graphic Artist  15090 - Technical Instructor  15095 - Technical Instructor/Course Developer  15110 - Test Proctor  23.40				
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15060 - Educational Technologist 27.81 15070 - Flight Instructor (Pilot) 44.48 15080 - Graphic Artist 21.52 15090 - Technical Instructor 19.14 15095 - Technical Instructor/Course Developer 23.40 15110 - Test Proctor 16.88				
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15080 - Graphic Artist 21.52 15090 - Technical Instructor 19.14 15095 - Technical Instructor/Course Developer 23.40 15110 - Test Proctor 16.88		<del>_</del>		
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15095 - Technical Instructor/Course Developer 23.40 15110 - Test Proctor 16.88				
15110 - Test Proctor 16.88				
	15120	- Tutor		16.88

16000		
	Laundry, Dry-Cleaning, Pressing And Related Occupations	0 50
	- Assembler	9.53
	- Counter Attendant	9.53
	- Dry Cleaner	12.42
	- Finisher, Flatwork, Machine	9.53
	- Presser, Hand	9.53
	- Presser, Machine, Drycleaning	9.53
	- Presser, Machine, Shirts	9.53
	- Presser, Machine, Wearing Apparel, Laundry	9.53
	- Sewing Machine Operator	13.37
	- Tailor	14.31
	- Washer, Machine	10.54
	Machine Tool Operation And Repair Occupations	01 04
	- Machine-Tool Operator (Tool Room)	21.94
	- Tool And Die Maker	28.83
	Materials Handling And Packing Occupations	10.05
	- Forklift Operator	18.25
	- Material Coordinator	21.90
	- Material Expediter	21.90
	- Material Handling Laborer	13.45
	- Order Filler	13.31
	- Production Line Worker (Food Processing)	18.25
	- Shipping Packer	13.97
	- Shipping/Receiving Clerk	13.97
	- Store Worker I	14.36
	- Stock Clerk	18.13
	- Tools And Parts Attendant	18.25
	- Warehouse Specialist	18.25
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	22.52
	- Aircraft Mechanic I	21.45
	- Aircraft Mechanic II	22.52
	- Aircraft Mechanic III	23.64
	- Aircraft Mechanic Helper	16.82
	- Aircraft, Painter	21.01
	- Aircraft Servicer	18.74
	- Aircraft Worker	19.60
	- Appliance Mechanic	20.68
	- Bicycle Repairer	16.09
	- Cable Splicer	28.57
	- Carpenter, Maintenance	23.83
	- Carpet Layer	22.53
	- Electrician, Maintenance	28.77
	- Electronics Technician Maintenance I	21.81
	- Electronics Technician Maintenance II	22.99
	- Electronics Technician Maintenance III	24.27
	- Fabric Worker	20.01
	- Fire Alarm System Mechanic	22.95
	- Fire Extinguisher Repairer	19.09
	- Fuel Distribution System Mechanic	24.43
	- Fuel Distribution System Operator	22.50
	- General Maintenance Worker	18.76
	- Ground Support Equipment Mechanic	21.45
	- Ground Support Equipment Servicer	18.74
	- Ground Support Equipment Worker	19.60
	- Gunsmith I	19.09
	- Gunsmith II	21.42
	- Gunsmith III	23.83
	- Heating, Ventilation And Air-Conditioning	24.27
Mechai		OE 42
∠3411	- Heating, Ventilation And Air Contditioning	25.43

Magha	oig (Dogoonah Eogility)	
	nic (Research Facility) - Heavy Equipment Mechanic	23.48
	- Heavy Equipment Operator	25.39
	- Instrument Mechanic	23.83
	- Laboratory/Shelter Mechanic	22.58
	- Laborer	12.88
	- Locksmith	20.68
	- Machinery Maintenance Mechanic	24.11
	- Machinist, Maintenance	21.40
	- Maintenance Trades Helper	17.44
	- Metrology Technician I	23.83
	- Metrology Technician II	24.97
	- Metrology Technician III	26.17
	- Millwright	29.95
	- Office Appliance Repairer	19.98
	- Painter, Maintenance	20.15
	- Pipefitter, Maintenance	30.31
	- Plumber, Maintenance	26.53
23820	- Pneudraulic Systems Mechanic	23.83
	- Rigger	23.83
23870	- Scale Mechanic	21.42
23890	- Sheet-Metal Worker, Maintenance	25.35
23910	- Small Engine Mechanic	19.90
23931	- Telecommunications Mechanic I	23.28
23932	- Telecommunications Mechanic II	24.98
23950	- Telephone Lineman	22.17
	- Welder, Combination, Maintenance	22.81
23965	- Well Driller	23.83
	- Woodcraft Worker	23.83
	- Woodworker	18.32
	Personal Needs Occupations	
	- Child Care Attendant	12.68
	- Child Care Center Clerk	17.09
	- Chore Aide	10.34
	- Family Readiness And Support Services	15.22
	inator	10 65
	- Homemaker	18.65
	Plant And System Operations Occupations - Boiler Tender	21.59
	- Sewage Plant Operator	21.47 21.59
	- Stationary Engineer - Ventilation Equipment Tender	17.06
	- Water Treatment Plant Operator	21.47
	Protective Service Occupations	21.4/
	- Alarm Monitor	19.63
	- Baggage Inspector	14.41
	- Corrections Officer	20.63
	- Court Security Officer	21.05
	- Detection Dog Handler	18.64
	- Detention Officer	20.63
	- Firefighter	21.47
	- Guard I	14.41
	- Guard II	18.64
	- Police Officer I	27.10
	- Police Officer II	30.11
28000 -	Recreation Occupations	
	- Carnival Equipment Operator	10.46
	- Carnival Equipment Repairer	11.01
28043	- Carnival Equpment Worker	8.72
	- Gate Attendant/Gate Tender	13.37
28310	- Lifeguard	11.70

20250	- Park Attendant (Aide)			14.95
	- Recreation Aide/Health Facility Attendant			14.52
	- Recreation Specialist			18.42
28630	- Sports Official			11.90
	- Swimming Pool Operator			19.18
	Stevedoring/Longshoremen Occupational Services			
	- Blocker And Bracer			20.22
	- Hatch Tender - Line Handler			20.22
	- Stevedore I			19.76
	- Stevedore II			21.30
	Technical Occupations			21.50
	- Air Traffic Control Specialist, Center (HFO)	(see	2)	35.77
	- Air Traffic Control Specialist, Station (HFO)			24.66
	- Air Traffic Control Specialist, Terminal (HFO)	(see	2)	27.16
	- Archeological Technician I			17.37
	- Archeological Technician II			19.77
	- Archeological Technician III			24.49
	- Cartographic Technician			24.49
	- Civil Engineering Technician			21.19
	- Drafter/CAD Operator I			17.37
	- Drafter/CAD Operator II			19.77
	- Drafter/CAD Operator III - Drafter/CAD Operator IV			22.04 27.11
	- Engineering Technician I			16.66
	- Engineering Technician II			18.71
	- Engineering Technician III			20.96
	- Engineering Technician IV			25.93
	- Engineering Technician V			31.73
	- Engineering Technician VI			38.36
	- Environmental Technician			22.52
30210	- Laboratory Technician			21.16
30240	- Mathematical Technician			25.93
30361	- Paralegal/Legal Assistant I			19.24
	- Paralegal/Legal Assistant II			24.79
	- Paralegal/Legal Assistant III			30.34
	- Paralegal/Legal Assistant IV			36.70
	- Photo-Optics Technician			25.93
	- Technical Writer I			21.06
	- Technical Writer II - Technical Writer III			25.76 31.17
	- Technical Writer III - Unexploded Ordnance (UXO) Technician I			22.74
	- Unexploded Ordnance (UXO) Technician II			27.51
	- Unexploded Ordnance (UXO) Technician III			32.97
	- Unexploded (UXO) Safety Escort			22.74
	- Unexploded (UXO) Sweep Personnel			22.74
		(see	2)	22.98
	ce Programs			
30621	- Weather Observer, Senior	(see	2)	25.53
	Transportation/Mobile Equipment Operation Occupat	tions		
	- Bus Aide			13.70
	- Bus Driver			20.47
	- Driver Courier			15.44
	- Parking and Lot Attendant			10.77
	- Shuttle Bus Driver			15.39
	- Taxi Driver - Truckdriver, Light			12.08 14.95
	- Truckdriver, Medium			19.55
	- Truckdriver, Medium - Truckdriver, Heavy			22.78
	- Truckdriver, Tractor-Trailer			22.78
	Miscellaneous Occupations			,
	<u>-</u>			

99030 - Cashier	9.92
99050 - Desk Clerk	11.53
99095 - Embalmer	26.69
99251 - Laboratory Animal Caretaker I	10.53
99252 - Laboratory Animal Caretaker II	11.58
99310 - Mortician	28.04
99410 - Pest Controller	18.16
99510 - Photofinishing Worker	13.47
99710 - Recycling Laborer	19.48
99711 - Recycling Specialist	21.25
99730 - Refuse Collector	16.10
99810 - Sales Clerk	13.11
99820 - School Crossing Guard	11.18
99830 - Survey Party Chief	21.38
99831 - Surveying Aide	14.17
99832 - Surveying Technician	19.46
99840 - Vending Machine Attendant	14.81
99841 - Vending Machine Repairer	16.91
99842 - Vending Machine Repairer Helper	14.81

# ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.71 per hour or \$148.40 per week or \$643.07 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Req. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

#### THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

## Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

AMENDMENT OF SOLICITATIO	MODIFICATION	OF CONTRAC	т	1. Contract ID C	ode	Page of Pages
2. AMENDMENT MODIFICATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PU		SE REO NO	5. PROJECT NO.	(if applicable)
PA07	AUG 22, 2012	4. REGIOTTOWN 6	1101111	OL NEW, NO.	0.11100201110	(ii applicatio)
6. ISSUED BY GSA, PROPERTY MANAGEMENT DIVISION MN/W SERVICE CENTER 23D SOUTH DEARBORN STREET, SUITE 3800 CHICAGO IL 60604-1485	99000511	7. ADMINISTERED E See Block 6	BY (If o	other than item 6)	CODE	
8. NAME AND ADDRESS OF CONTRACTOR (NO ADA S. MCKINLEY COMMUNITY SERVICES, INC 1359 W WASHINGTON BLVD CHICAGO IL 606071905	Street, Country, State and (b) (4)	I ZIP Code)	(x)		ENT OF SOLICITA	TION NO.
		, .		9B. DATED (S	EE ITEM 11)	
				10A. MODIFIC	ATION OF CONTR	
			X	10B. DATED (	GS-05P-09-SA-C-00	
CODE (b) (4)	FACILITY CODE				29, 2009	
11. Th	HIS ITEM ONLY APPLIES T	O AMENDMENTS OF	SOLIC			
The above numbered solicitation is amended a Offers must acknowledge receipt of this amendmen (a) By completing items 8 and 15, and returning or (c) By separate letter or telegram which includes RECEIVED AT THE PLACE DESIGNATED FOR THE YOUR OFFER. If by virtue of this amendment your telegram or letter makes reference to the solicitation 12. ACCOUNTING AND APPROPRIATION DATA (See Schedule)	at prior to the hour and date copies of amendment; a reference to the solicitation HE RECEIPT OR OFFERS desire to change an offer all and this amendment, and	specified in the solicitati (b) By acknowledging rom and amendment num PRIOR TO THE HOUR ready submitted, such co	ion or a receipt bers. F AND I change	as amended, by of this amendment of this amendment of the second of the	one of the following ent on each copy of UR ACKNOWLEDO D MAY RESULT IN y telegram or letter, specified.	the offer submitted; SMENT TO BE I REJECTION OF, provided each tion Amount: \$0.0
13. THIS ITEM ONLY APPLIES TO MODIFICAT	TION OF CONTRACTS/OR	DERS. IT MODIFIES TH	HE CO	NTRACT/ORDE	R NO. AS DESCRI	BED IN ITEM 14.
Check One  A. THIS CHANGE ORDER IS ISS CONTRACT ORDER NO. IN IT	SUED PURSUANT TO: (Spe	AND THE RESIDENCE OF THE PARTY				
B. THE ABOVE NUMBERED CO office, appropriation date, etc.						s changes in paying
C. THIS SUPPLEMENTAL AGRE	EEMENT IS ENTERED INTO	D PURSUANT TO AUTH	HORIT	Y OF:		
D. OTHER (Specify type of mod	ification and authority)					
E. IMPORTANT: Contractor X is not,	is required to sign this do	ocument and return _		_ copies to the	issuing office.	Ni ni
14. DESCRIPTION OF AMENDMENT/MODIFICA GS-05P-09-SA-C-0022, 1B9E01959, Janitoria	I and Related Services					
The purpose of this modification is to update theSee Continuation Page  Except as provided herein, all terms and conditions of the docu						o Brian H. Weiss.
15A. NAME AND TITLE OF SIGNER (Type or print		16A. NAME AND T Brian Weiss, Contra 312-886-4112 bria	TITLE (	OF CONTRACTI Officer	ING OFFICER (Typ	e or print)
15B. CONTRACTOR/OFFEROR  (Signature of person authorized to sign)	15C. DATE SIGN	(b) (6)			c. DATE:	
NSN 7540-01-152-8070						ev. 10-83)
Previous Edition unusable				Prescribed	by GSA FAR (48	CFR) 53.243

AMENDMENT OF SOLICITATION/MODIF	ICATION OF CO	NTRACT	1. Contract ID Co	ode	Page of Pages
2. AMENDMENT MODIFICATION NO. 3. EFFECTI		IISITION/PURCHA	SE DEO NO	E DDO IFOT NO	1 2
PS08	4. KEQO	NSI NOIWFORCHA	ISE REQ. NO.	5. PROJECT NO.	(п аррисавіе)
6. ISSUED BY GSA, PROPERTY MANAGEMENT DIVISION CODE 9900051	7. ADMII	NISTERED BY (If	other than item 6)	CODE	
MN/WI SERVICE CENTER	See Blo				
230 SOUTH DEARBORN STREET, SUITE 3800 CHICAGO IL 60604-1485					
8. NAME AND ADDRESS OF CONTRACTOR (NO., Street, Court	try, State and ZIP Code)	()	9A. AMENDME	NT OF SOLICITAT	ION NO
ADA S. MCKINLEY COMMUNITY SERVICES, INC. 1359 W WASHINGTON BLVD	(b) (4)	(x)		0. 002.01711	ion no.
CHICAGO IL 606071905					
			9B. DATED (SE	E ITEM 11)	
		-	10A MODIFICA	TION OF CONTRA	ACT/ODDED NO
1.5		×	TO IL MODILIO	GS-05P-09-SA-C-002	
			10B. DATED (S	EE ITEM 13)	
CODE (b) (4) FACILITY CO	DDE		JUL 2	29, 2009	
11. THIS ITEM ONL	Y APPLIES TO AMEND	MENTS OF SOLIC	ITATIONS		
The above numbered solicitation is amended as set forth in i	em 14. The hour and da	te specified for rec	eipt of offers	is extended, $\square$ is	s not extended.
Offers must acknowledge receipt of this amendment prior to the h (a) By completing items 8 and 15, and returning copies of	our and date specified in	the solicitation or a	as amended, by or	ne of the following r	methods:
or (c) by separate reflet or telegram which includes a reference to	the solicitation and amer	adment numbers E	VILLIDE VE VOLI	D VCKNOWI EDG	MENT TO DE
RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF YOUR OFFER. If by virtue of this amendment your desire to chan telegram or letter makes reference to the adjusted and the control of the property of the p	ge an offer already subm	itted such change	may he made hy	tologram or letter r	REJECTION OF
telegram or letter makes reference to the solicitation and this ame 12. ACCOUNTING AND APPROPRIATION DATA (If required)	ndment, and is received	orior to the opening	hour and date sp	ecified.	
See Schedule			Мо		on Amount: \$0.00 ed Amount: \$0.00
13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CON	RACTS/ORDERS IT M	ODIFIES THE CO			
Check One A. THIS CHANGE ORDER IS ISSUED PURSUA					
CONTRACT ORDER NO. IN ITEM 10A.					
<ul> <li>B. THE ABOVE NUMBERED CONTRACT/ORI office, appropriation date, etc) SET FORTH</li> </ul>	DER IS MODIFIED TO R IN ITEM 14. PURSUANT	EFLECT THE ADM TO THE AUTHOR	MINISTRATIVE CH	HANGES (such as	changes in paying
C. THIS SUPPLEMENTAL AGREEMENT IS EN					
Mutual Agreement of the Parties	TERED IN TO FORSOAI	IT TO AUTHORIT	TOF:		
D. OTHER (Specify type of modification and au	thority				
and and	inorny)				
E. IMPORTANT: Contractor   is not,   X is required to	sign this document ar	nd return 1	_ copies to the i	ssuing office	
<ol> <li>DESCRIPTION OF AMENDMENT/MODIFICATION (Organize</li> </ol>	ed by UCF section heading	ngs, including solic	itation/contract sul	bject matter where	feasible)
GS-05P-09-SA-C-0022 Janitorial & Related Services					1970
Section C.9.6 Recycling Records and Reports of the existin	a contract is deleted in	ite antiroty and	rankagad with th	o following:	
See Continuation Page	g contract is deleted in	rits entirety and	replaced with th	e following:	
Except as provided herein, all terms and conditions of the document referenced in 15A. NAME AND TITLE OF SIGNER (Type or print)	item 9A or 10A, as heretofore	changed, remains und	hanged and in full force	ce and effect.  G OFFICER (Type	or print)
	cutive Brian W	eiss, Contracting C -4112 brian.weis	Officer	O OF FIOLIN (Type	or printy
GRASSIE LANGE TO D'S	1 312-800	THIL DIIAN.WEIS	s@gsa.gov		
15B. CONTRACTOR/OFFEROR 15C.	DATE SIGNED 16B. UN	NITED STATES O	F AMERICA	16C. DATE SI	GNED
			, include	100. DATE SI	CIVED
(b) (6) $(10/15/12)$ (b) (6) $(11-37-12)$					- 15
10)	7.0			11 0 7	12
	/ (Olgi	ature or Contractin	ig Onicer)		

## **Continuation Page**

### Continued from Block 14...

"Section C.9.6 Recycling Records and Reports

The Government is required to report the percentage of the building's total waste stream diverted to recycling. Records showing the cost and amount of material hauled will be provided to the COR so that this report can be submitted as required by the Resource Conservation and Recovery Act (RCRA). Reports from the Contractor should provide all required data for the RCRA 6002 Report as it relates to products and services used/provided by this contract. Reports prepared by the Contractor shall be submitted to the Government electronically. When electronic submittals are not available, hard copy reports shall be used. Paper used by the Contractor shall be double printed paper containing a minimum of 30 percent post consumer recycled content.

Reports. The Contractor shall submit two reports to the COR:

- 1. Monthly Reports. The Contractor shall submit a monthly report listing the types and weights, including commingled items, of each material recycled. The Contractor shall maintain information and receipts indicating the items, including those commingled, that are recycled, and their weight, for review by the COR.
- Annual Recycling Report: The Contractor shall submit a listing of the types and weights, including commingled items, of materials recycled for a 12-month period covering October through September. If full year data is not available, the COR may request partial year data."

All other terms and conditions not noted in this, or any prior, modification remain unchanged and in full force and effect.

AMENDA	MENT OF SOLICITATION	N/MODIFICATION	ON OF CONTRACT  1. Contract ID Code Page			Page of	Pages
	T MODIFICATION NO.	3. EFFECTIVE DATE	4. REQUISITION/PURCI	HASE DEC. NO	5. PROJECT NO.	(if applicate	3
Z. AMENDMEN	PO09	JUL 31, 2013	4. KEQUISITION/FUNCI	HASE REQ. NO.	S. PROJECT NO.	(ii applicat	не)
6. ISSUED BY	CODE	00201,2010	7. ADMINISTERED BY (	If other than item 6)	CODE		
				,			
ADA S. MCKIN	ADDRESS OF CONTRACTOR (NO. LEY COMMUNITY SERVICES, INC. INGTON BLVD 06071905		ZIP Code) (x	)	ENT OF SOLICITAT	ION NO.	
				9B. DATED (S			
			×	The Complete State Complete Co	GS-05P-09-SA-C-002		R NO.
(b) (4)		FACILITY CODE		10B. DATED (S	29, 2009		
	11. TH	IS ITEM ONLY APPLIES TO	AMENDMENTS OF SOL	ICITATIONS			
Offers must act (a) By completi or (c) By separa RECEIVED AT YOUR OFFER. telegram or lett	e numbered solicitation is amended a knowledge receipt of this amendmening items 8 and 15, and returningate letter or telegram which includes THE PLACE DESIGNATED FOR The life by virtue of this amendment your er makes reference to the solicitation ING AND APPROPRIATION DATA (	t prior to the hour and date sp copies of amendment; (to a reference to the solicitation HE RECEIPT OR OFFERS P desire to change an offer alre and this amendment, and is	pecified in the solicitation of b) By acknowledging receing and amendment numbers RIOR TO THE HOUR AN ady submitted, such chan	or as amended, by of this amendments. FAILURE OF YOU D DATE SPECIFIED may be made by hing hour and date s	one of the following int on each copy of the UR ACKNOWLEDGD MAY RESULT IN the telegram or letter,	the offer sulfament TO REJECTIO provided ea unt: (b) (	bmitted; BE DN OF ach
			500 IT 1400 IF 150 THE				
Check One	A. THIS CHANGE ORDER IS ISS CONTRACT ORDER NO. IN IT	UED PURSUANT TO: (Spec					W 14.
	B. THE ABOVE NUMBERED CO office, appropriation date, etc)					changes in	paying
	C. THIS SUPPLEMENTAL AGRE	EMENT IS ENTERED INTO	PURSUANT TO AUTHOR	RITY OF:			
×	D. OTHER (Specify type of modi FAR 52.217-9 Option to Extend	fication and authority) the Term of the Contract-	Services				
	NT: Contractor  is not,  it i				issuing office. ubject matter where	feasible)	
	0022, 1B9E01959 lated Services, U.S. Courthouse lation Page	and Federal Building, Mil	waukee, WI				
	herein, all terms and conditions of the docur ID TITLE OF SIGNER (Type or print)		as heretofore changed, remains 16A, NAME AND TITL			e or print)	
TSA. NAME AN	D TITLE OF SIGNER (Type of print)		Brian Weiss, Contractir 312-886-4112 brian, v	ng Officer	NG OF TOLK (Type	. or printy	
15B. CONTRA	CTOR/OFFEROR	15C. DATE SIGNE	16B. UNITED STATES	OF AMERICA	16C. DATE S	GIGNED	
			(b) (6)		7-3	<del>[-1]</del>	3
(Signature of p	person authorized to sign)	4	(Signature of Contra	acting Officer)			

## **Continuation Page**

#### Continued from Block 14...

The purpose of this modification is to exercise renewal option period 4.

At this time negotiations are still pending on the final award price for this renewal period and as such the renewal option period is being exercised at the last agreed upon pricing for basic and line item services for renewal option period 4 which took place under modification PO04. In addition, at this time funding is only available for 11 months of performance resulting in the June 30, 2014 end date.

As such, this modification exercises renewal option period 4 with a performance period of August 1, 2013, through June 30, 2014. Once negotiations are finalized for renewal option period 4, the required funding is anticipated to be in place to extend the performance period for the additional 1 month for a July 31, 2014 end date.

The value of this modification is \$ (b) (4)	The overall contract value increases from (b) (4)	to
(b) (4)		

SCHEDULE Continued							
ITEM NO.	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE \$	AMOUNT \$		
0010	(New Line Item) Standard Services - 4th Renewal Period Janitorial and related services Including Trash Removal, and Integrated Pest Management (See Section B.1.0)	11.00	EA	(b) (4)			
	Accounting and Appropriation Data:  (b) (4)						
	DELIVERY DATE: 06/30/2013 SHIP TO:						
	PMD- MINNESOTA/ WISCONSIN SERVICE CENTER MILWAUKEE COURTHOUSE OFFICE 517 EAST WISCONSIN AVENUE, ROOM 230 MILWAUKEE WI 53202 FOB: Destination Period of Performance: 08/01/2013 to 06/30/2014						
	(New Line Item)  Basic Services - 4th Renewal Option						
0011	Landscaping services - Total monthly price for August-September and May-June will be increased by this amount (See Section B.1.0)	4.00	EA	(b) (4)			
	Accounting and Appropriation Data:						
	DELIVERY DATE: 06/30/2014 SHIP TO: PMD- MINNESOTA/ WISCONSIN SERVICE CENTER MILWAUKEE COURTHOUSE OFFICE 517 EAST WISCONSIN AVENUE, ROOM 230						
	MILWAUKEE WI 53202 FOB: Destination Period of Performance: 08/01/2013 to 06/30/2014						
	(New Line Item) Basic Services - 4th Renewal Option			(b) (4)			
0012	Snow Removal services- Total monthly price for October- April will be increased by this dollar amount (See Section B.1.0)	7.00	EA	(5) (4)			
	(b) (4)						
	DELIVERY DATE: 06/30/2014 SHIP TO: PMD- MINNESOTA/ WISCONSIN SERVICE CENTER						
	MILWAUKEE COURTHOUSE OFFICE 517 EAST WISCONSIN AVENUE, ROOM 230 MILWAUKEE WI 53202 FOB: Destination						
	Period of Performance: 08/01/2013 to 06/30/2014						
	1 61100 011 61101111a1106. 00/01/2013 to 00/30/2014						

# B. SERVICES, ORDERING AND PRICES

## **B.1 DESCRIPTION OF SERVICES**

The contractor shall provide the management, supervision, manpower, equipment and supplies necessary to provide janitorial and related services as descr bed herein. Work under this contract is commenced on **August 1, 2009**.

## **B.1.0 OFFER FOR STANDARD SERVICES**

		Α	В	С	D	E	1
ITEM	DESCRIPTION	PRICE	PRICE	PRICE	PRICE	PRICE	ĺ
	Location:	Base Period	1 <sup>st</sup> Renewal	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup> Renewal	i
	Milwaukee Federal Courthouse	1 Year	Period 1	Renewal	Renewal	Period 1	
	517 E. Wisconsin Ave.		<u>Year</u>	Period 1	Period 1	<u>Year</u>	i
	Milwaukee, Wisconsin 53202			<u>Year</u>	<u>Year</u>		
0001	Building No: WI0044ZZ	(b) (4)					
0001	Standard Services: Janitorial	(b) (4)					
	and related services Including						
	Trash Removal, and Integrated Pest Management.						
	Price Quoted per Month>>						
0001 A	Basic Services: Snow Removal						
00017	services – Total monthly price						
	for October – April will be						
	increased by the dollar amount						
	shown here.						
	Price Quoted per Month>>						
0001 B	Basic Services: Landscaping						
	services - Total monthly price						
	for May - September will be						
	increased by the dollar amount						
	shown here.						
	Price Quoted per Month>>						
0002	Additional Services Hourly See Note 1						
	Rates:						
	Productive						
	Price Quoted per Hour>>						
0003	Additional Services Hourly See Note 1						
	See Note 1						
	Supervisory						
	Price Quoted per Hour>>						

Hourly rates for Additional Services are proposed only once. These rates may, in the event of wage determination rate increases, be escalated per FAR 52.222-43.

All the contractor's labor hour prices must include expenses for overhead, General and Administrative (G&A) and profit. Thus no separate allowance for travel time, parking, overhead, G&A or profit will be applied when hourly services are ordered.

Offerors shall price the renewal options using the wage determination contained in this solicitation. Upon exercising a renewal option, the contract price will be adjusted in accordance with FAR 52.222-43 Fair Labor Standards Act and Service Contract Act - Price adjustment (May 1989) (Multiple Year and Option Contracts).

Offerors MUST quote prices for all four of the renewal options, in addition to the initial period, in order to be considered for award.

**NOTE**: The Contractor is reminded that there are documents that are required to be prepared and submitted as part of the performance of this contract (refer to C.17). Monthly invoices must be submitted after all required paperwork has been sent to the COR. Invoices received prior to the Government's receipt of the required submittals will be rejected. Please refer to FAR 52.232-25.

# B.1.1 OFFER FOR ABOVE STANDARD SERVICES (See paragraph C.5)

ITEM	BASE	1 <sup>51</sup>	2 <sup>ND</sup>	3 <sup>KD</sup>	4 <sup>1H</sup>
	YEAR	RENEWAL	RENEWAL	RENEWAL	RENEWAL
Carpet Cleaning by	(b) (4)				
Extraction per 100 SF					
Strip and Apply Four Coats     of Finish per 100 SF					
Stripping and Sealing per					
100 SF					
4. Windows Washing (per					
22.5SF window). Job Includes					
one side of building window.					
<ol><li>Postal Lock Boxes and Mail</li></ol>					
Cases (per job)					
6. Wash Blinds and coverings					
(per each)					
7. Pressure Washing and					
Steam Cleaning per 100 SF					
8. Scrub and Rinse Loading					
Docks, Platforms, Trash					
Rooms, Garage Ramps and Driveways per 100 SF					
Tree Thinning per hour					
• • • • • • • • • • • • • • • • • • • •					
Planting Government     Furnished Trees and Plants per					
hour					
11. Snow Removal (per hour).					
Services for driveways and					
parking areas requiring use of					
special mechanized equipment					
and/or trucks. See Note 2					
12. Snow Removal (per hour).					
Services for hauling snow from the facility as directed by the					
COR. Include costs for truck					
and driver. See Note 2					
13. Snow Removal (per hour).					
Services for snow blower with					
operator. See Note 2					
14. Laborer (per hour).	\$ N/A	\$Adjusted	\$Adjusted	\$Adjusted	\$Adjusted
Services for miscellaneous labor. See Note 3		per annual	per annual	per annual	per annual
labor.		WDR Rates	WDR	WDR	WDR
		Rates	Rates	Rates	Rates
15. High Cleaning per 100 SF	Will not	Will not	Will not	Will not	Will not
(70 inches above floor surface)	order	order	order	order	order
			31001	J	

All the contractor's labor hour prices must include expenses for overhead, General and Administrative (G&A) and profit. Thus no separate allowance for travel time, parking, overhead, G&A or profit will be applied when hourly services are ordered.

Note 1: Quote a <u>price per hour</u> for providing additional services when ordered that are in addition to the services specified herein for the basic services. Orders for additional service may be placed orally when the amount of the order totals \$2,500.00 or less or in the event of an emergency. All orders which exceed \$2,500.00 must be placed or confirmed by issuance of a GSA Form 300, Order for Supplies or Services and will be paid by GSA Finance. The GSA Form 300 will describe the service to be provided and will establish, excluding emergencies as determined by the Contracting Officer (CO) or the Contracting Officer's Representative (COR), the maximum

number of hours for which the contractor will be compensated. Orders of \$2,500.00 or less may be processed using either direct pay procedures or the Governmentwide commercial purchase card, which is the preferred method to purchase and to pay for micropurchases. Individual orders for additional services involving more than forty (40) hours will only be issued with the assent of the contractor.

This additional services provision is intended to be used to satisfy the Government's short term non recurring needs for service. Should a continuing need for additional service arise, a contract modification will be negotiated pursuant to the "Changes Fixed Price" clause.

Additional services cannot be accomplished by diverting resources from work that is supposed to be accomplished.

- Note 2: Manual snow removal for building entrances, steps, landing and sidewalks is included in the total monthly contract price. DO NOT include in this hourly price costs for such services.
- **Note 3:** Services include, but are not limited to, loading and unloading supplies, moving of light furniture, set-up and breakdown of conference spaces, miscellaneous grounds maintenance, and other similar functions and tasks performed on premises.

WD 05-2581 (Rev.-13) was first posted on www.wdol.gov on 06/25/2013

\*

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

Wage Determination No.: 2005-2581

Division of Revision No.: 13 Wage Determinations

Date Of Revision: 06/19/2013

State: Wisconsin

Diane C. Koplewski

Director

Area: Wisconsin Counties of Milwaukee, Ozaukee, Racine, Walworth, Washington, Waukesha

**Fringe Benefits Required Follow the Occupational Listing**	
OCCUPATION CODE - TITLE FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	13.81
01012 - Accounting Clerk II	15.51
01013 - Accounting Clerk III	17.91
01020 - Administrative Assistant	25.48
01040 - Court Reporter	19.27
01051 - Data Entry Operator I	12.06
01052 - Data Entry Operator II	13.16
01060 - Dispatcher, Motor Vehicle	18.54
01070 - Document Preparation Clerk	13.07
01090 - Duplicating Machine Operator	13.07
01111 - General Clerk I	12.45
01112 - General Clerk II	13.58
01113 - General Clerk III	15.24
01120 - Housing Referral Assistant	19.28
01141 - Messenger Courier	12.30
01191 - Order Clerk I	11.37
01192 - Order Clerk II	13.73
01261 - Personnel Assistant (Employment) I	16.16
01262 - Personnel Assistant (Employment) II	17.65
01263 - Personnel Assistant (Employment) III	19.68
01270 - Production Control Clerk	21.90
01280 - Receptionist	13.77
01290 - Rental Clerk	16.16
01300 - Scheduler, Maintenance	15.45
01311 - Secretary I	15.45
01312 - Secretary II	17.29
01313 - Secretary III	19.28
01320 - Service Order Dispatcher	17.32
01410 - Supply Technician	25.48
01420 - Survey Worker	18.54
01531 - Travel Clerk I	13.47
01532 - Travel Clerk II	14.57
01533 - Travel Clerk III	15.76
01611 - Word Processor I	13.00
01612 - Word Processor II	16.16
01613 - Word Processor III	17.30
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.91
05010 - Automotive Electrician	21.18
05040 - Automotive Glass Installer	20.38

		Automotive Worker	20.38
		Mobile Equipment Servicer	18.76
		Motor Equipment Metal Mechanic	21.91
		Motor Equipment Metal Worker	20.71
05190	-	Motor Vehicle Mechanic	21.91
		Motor Vehicle Mechanic Helper	17.85
05250	_	Motor Vehicle Upholstery Worker	19.66
05280	-	Motor Vehicle Wrecker	20.38
05310	-	Painter, Automotive	21.18
05340	-	Radiator Repair Specialist	20.38
05370	-	Tire Repairer	16.09
05400	-	Transmission Repair Specialist	21.91
07000 -	F	ood Preparation And Service Occupations	
07010	_	Baker	11.25
07041	_	Cook I	11.17
07042	_	Cook II	12.52
07070	-	Dishwasher	9.55
07130	_	Food Service Worker	9.55
07210	_	Meat Cutter	17.45
07260	_	Waiter/Waitress	9.30
09000 -	Fι	urniture Maintenance And Repair Occupations	
		Electrostatic Spray Painter	20.47
		Furniture Handler	15.53
		Furniture Refinisher	20.68
09090	_	Furniture Refinisher Helper	17.44
		Furniture Repairer, Minor	19.20
		Upholsterer	20.68
		eneral Services And Support Occupations	
		Cleaner, Vehicles	10.17
		Elevator Operator	10.90
		Gardener	17.48
		Housekeeping Aide	12.41
		Janitor	13.68
		Laborer, Grounds Maintenance	14.66
		Maid or Houseman	9.30
		Pruner	13.58
		Tractor Operator	14.72
		Trail Maintenance Worker	14.66
		Window Cleaner	14.76
		ealth Occupations	14.70
		Ambulance Driver	19.09
		Breath Alcohol Technician	19.09
			20.21
		Certified Occupational Therapist Assistant	20.21
		Certified Physical Therapist Assistant	
		Dental Assistant	15.98
		Dental Hygienist	29.21
		EKG Technician	24.71
		Electroneurodiagnostic Technologist	24.71
		Emergency Medical Technician	19.09
		Licensed Practical Nurse I	18.41
		Licensed Practical Nurse II	20.59
		Licensed Practical Nurse III	22.96
		Medical Assistant	14.75
		Medical Laboratory Technician	16.74
		Medical Record Clerk	15.96
		Medical Record Technician	17.85
		Medical Transcriptionist	16.17
		Nuclear Medicine Technologist	33.75
		Nursing Assistant I	10.38
		Nursing Assistant II	11.67
12223	-	Nursing Assistant III	12.73

12224 - Nursing Assistant IV			14.29
12235 - Optical Dispenser			16.65
12236 - Optical Technician			14.64
12250 - Pharmacy Technician			13.49
12280 - Phlebotomist			14.29
12305 - Radiologic Technologist			25.22
12311 - Registered Nurse I			25.22 30.83
12312 - Registered Nurse II 12313 - Registered Nurse II, Specialist			30.83
12314 - Registered Nurse III			37.30
12314 - Registered Nurse III 12315 - Registered Nurse III, Anesthetist			37.30
12316 - Registered Nurse IV			44.70
12317 - Scheduler (Drug and Alcohol Testing)			24.74
13000 - Information And Arts Occupations			21.71
13011 - Exhibits Specialist I			19.69
13012 - Exhibits Specialist II			22.17
13013 - Exhibits Specialist III			27.12
13041 - Illustrator I			17.91
13042 - Illustrator II			20.31
13043 - Illustrator III			24.08
13047 - Librarian			24.45
13050 - Library Aide/Clerk			13.67
13054 - Library Information Technology Systems			22.09
Administrator			22.00
13058 - Library Technician			15.51
13061 - Media Specialist I			15.94
13062 - Media Specialist II			19.05
13063 - Media Specialist III			19.88
13071 - Photographer I			15.83
13072 - Photographer II			17.71
13073 - Photographer III			21.94
13074 - Photographer IV			26.85
13075 - Photographer V			32.48
13110 - Video Teleconference Technician			15.46
14000 - Information Technology Occupations			
14041 - Computer Operator I			18.24
14042 - Computer Operator II			20.43
14043 - Computer Operator III			22.80
14044 - Computer Operator IV			25.35
14045 - Computer Operator V			27.91
14071 - Computer Programmer I			26.21
	see	1)	
	see		
	see	1)	
14150 - Peripheral Equipment Operator			18.24
14160 - Personal Computer Support Technician			25.35
15000 - Instructional Occupations			
15010 - Aircrew Training Devices Instructor (Non-Rated)			33.39
15020 - Aircrew Training Devices Instructor (Rated)			39.07
15030 - Air Crew Training Devices Instructor (Pilot)			44.48
15050 - Computer Based Training Specialist / Instructor			33.39
15060 - Educational Technologist			27.81
15070 - Flight Instructor (Pilot)			44.48
15080 - Graphic Artist			21.52
15090 - Technical Instructor			19.14
15095 - Technical Instructor/Course Developer			23.40
15110 - Test Proctor			16.88
15120 - Tutor			16.88

	Laundry, Dry-Cleaning, Pressing And Related Occupations	0 52
	- Assembler	9.53
	- Counter Attendant	9.53
	- Dry Cleaner	12.42
	- Finisher, Flatwork, Machine	9.53
	- Presser, Hand	9.53
	- Presser, Machine, Drycleaning	9.53
	- Presser, Machine, Shirts	9.53
	- Presser, Machine, Wearing Apparel, Laundry	9.53
	- Sewing Machine Operator	13.37
	- Tailor	14.31
	- Washer, Machine	10.54
	Machine Tool Operation And Repair Occupations	
	- Machine-Tool Operator (Tool Room)	21.94
	- Tool And Die Maker	28.83
	Materials Handling And Packing Occupations	40.0=
	- Forklift Operator	18.25
	- Material Coordinator	21.90
	- Material Expediter	21.90
	- Material Handling Laborer	13.45
	- Order Filler	13.31
	- Production Line Worker (Food Processing)	18.25
	- Shipping Packer	13.97
	- Shipping/Receiving Clerk	13.97
	- Store Worker I	14.36
	- Stock Clerk	18.13
	- Tools And Parts Attendant	18.25
	- Warehouse Specialist	18.25
	Mechanics And Maintenance And Repair Occupations	
	- Aerospace Structural Welder	22.52
	- Aircraft Mechanic I	21.45
	- Aircraft Mechanic II	22.52
	- Aircraft Mechanic III	23.64
	- Aircraft Mechanic Helper	16.82
	- Aircraft, Painter	21.01
	- Aircraft Servicer	18.74
	- Aircraft Worker	19.60
	- Appliance Mechanic	20.68
	- Bicycle Repairer	16.09
23125	- Cable Splicer	28.57
	- Carpenter, Maintenance	23.83
	- Carpet Layer	22.53
	- Electrician, Maintenance	28.77
	- Electronics Technician Maintenance I	21.81
	- Electronics Technician Maintenance II	22.99
	- Electronics Technician Maintenance III	24.27
23260	- Fabric Worker	20.01
23290	- Fire Alarm System Mechanic	22.95
23310	- Fire Extinguisher Repairer	19.09
	- Fuel Distribution System Mechanic	24.43
23312	- Fuel Distribution System Operator	22.50
	- General Maintenance Worker	18.76
	- Ground Support Equipment Mechanic	21.45
	- Ground Support Equipment Servicer	18.74
	- Ground Support Equipment Worker	19.60
	- Gunsmith I	19.09
	- Gunsmith II	21.42
	- Gunsmith III	23.83
	- Heating, Ventilation And Air-Conditioning	24.27
Mechar		
23411	- Heating, Ventilation And Air Contditioning	25.43

Maahar	oig (Dogoomah Engilita)	
	nic (Research Facility) - Heavy Equipment Mechanic	23.48
	- Heavy Equipment Operator	25.39
	- Instrument Mechanic	23.83
	- Laboratory/Shelter Mechanic	22.58
	- Laborer	12.88
	- Locksmith	20.68
	- Machinery Maintenance Mechanic	24.11
	- Machinist, Maintenance	21.40
	- Maintenance Trades Helper	17.44
	- Metrology Technician I	23.83
	- Metrology Technician II	24.97
	- Metrology Technician III	26.17
	- Metrorogy reconsider is: - Millwright	29.95
	- Office Appliance Repairer	19.98
	- Painter, Maintenance	20.15
	- Pipefitter, Maintenance	30.31
	- Plumber, Maintenance	26.53
	- Pneudraulic Systems Mechanic	23.83
	- Rigger	23.83
	- Scale Mechanic	21.42
	- Sheet-Metal Worker, Maintenance	25.35
	- Small Engine Mechanic	19.90
	- Telecommunications Mechanic I	23.28
	- Telecommunications Mechanic II	24.98
	- Telephone Lineman	24.30
	- Welder, Combination, Maintenance	22.17
	- Well Driller	23.83
	- Woodcraft Worker	23.83
	- Woodworker	18.32
	Personal Needs Occupations	10.32
	- ('hild ('ara Attandant	12 68
	- Child Care Attendant	12.68
24580	- Child Care Center Clerk	17.09
24580 24610	- Child Care Center Clerk - Chore Aide	17.09 10.34
24580 24610 24620	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services	17.09
24580 24610 24620 Coord	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator	17.09 10.34 15.22
24580 24610 24620 Coord: 24630	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker	17.09 10.34
24580 24610 24620 Coord: 24630 25000 -	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations	17.09 10.34 15.22 18.65
24580 24610 24620 Coord: 24630 25000 - 25010	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations - Boiler Tender	17.09 10.34 15.22 18.65 21.59
24580 24610 24620 Coord: 24630 25000 - 25010 25040	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator	17.09 10.34 15.22 18.65 21.59 21.47
24580 24610 24620 Coord: 24630 25000 - 25010 25040 25070	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer	17.09 10.34 15.22 18.65 21.59 21.47 21.59
24580 24610 24620 Coord: 24630 25000 - 25010 25040 25070 25190	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender	17.09 10.34 15.22 18.65 21.59 21.47 21.59 17.06
24580 24610 24620 Coord: 24630 25000 - 25010 25040 25070 25190 25210	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator	17.09 10.34 15.22 18.65 21.59 21.47 21.59
24580 24610 24620 Coord: 24630 25000 - 25010 25040 25070 25190 25210 27000 -	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations	17.09 10.34 15.22 18.65 21.59 21.47 21.59 17.06 21.47
24580 24610 24620 Coord: 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor	17.09 10.34 15.22 18.65 21.59 21.47 21.59 17.06 21.47
24580 24610 24620 Coord: 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector	17.09 10.34 15.22 18.65 21.59 21.47 21.59 17.06 21.47 19.63 14.41
24580 24610 24620 Coord: 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer	17.09 10.34 15.22 18.65 21.59 21.47 21.59 17.06 21.47 19.63 14.41 20.63
24580 24610 24620 Coord: 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer	17.09 10.34 15.22 18.65 21.59 21.47 21.59 17.06 21.47 19.63 14.41 20.63 21.05
24580 24610 24620 Coord: 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler	17.09 10.34 15.22 18.65 21.59 21.47 21.59 17.06 21.47 19.63 14.41 20.63 21.05 18.64
24580 24610 24620 Coord: 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer	17.09 10.34 15.22 18.65 21.59 21.47 21.59 17.06 21.47 19.63 14.41 20.63 21.05 18.64 20.63
24580 24610 24620 Coord: 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker - Homemaker - Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator  Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter	17.09 10.34 15.22 18.65 21.59 21.47 21.59 17.06 21.47 19.63 14.41 20.63 21.05 18.64 20.63 21.47
24580 24610 24620 Coord: 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker - Homemaker - Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator  Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I	17.09 10.34 15.22 18.65 21.59 21.47 21.59 17.06 21.47 19.63 14.41 20.63 21.05 18.64 20.63 21.47 14.41
24580 24610 24620 Coord: 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27101	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker - Homemaker - Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator  Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II	17.09 10.34 15.22 18.65 21.59 21.47 21.59 17.06 21.47 19.63 14.41 20.63 21.05 18.64 20.63 21.47 14.41 18.64
24580 24610 24620 Coord: 24630 25000 - 25010 25040 25070 25190 25210 27000 - 27004 27007 27008 27010 27030 27040 27070 27101 27102 27131	- Child Care Center Clerk - Chore Aide - Family Readiness And Support Services inator - Homemaker Plant And System Operations Occupations - Boiler Tender - Sewage Plant Operator - Stationary Engineer - Ventilation Equipment Tender - Water Treatment Plant Operator Protective Service Occupations - Alarm Monitor - Baggage Inspector - Corrections Officer - Court Security Officer - Detection Dog Handler - Detention Officer - Firefighter - Guard I - Guard II - Police Officer I	17.09 10.34 15.22 18.65 21.59 21.47 21.59 17.06 21.47 19.63 14.41 20.63 21.05 18.64 20.63 21.47 14.41 18.64 27.10
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28350	- Park Attendant (Aide)			14.95
	- Recreation Aide/Health Facility Attendant			14.52
	- Recreation Specialist			18.42
28630	- Sports Official			11.90
	- Swimming Pool Operator			19.18
	Stevedoring/Longshoremen Occupational Services			
	- Blocker And Bracer			20.22
	- Hatch Tender			20.22
	- Line Handler - Stevedore I			20.22 19.76
	- Stevedore II			21.30
	Technical Occupations			21.50
	- Air Traffic Control Specialist, Center (HFO)	(see	2)	35.77
	- Air Traffic Control Specialist, Station (HFO)			24.66
	- Air Traffic Control Specialist, Terminal (HFO)			27.16
30021	- Archeological Technician I			17.37
	- Archeological Technician II			19.77
	- Archeological Technician III			24.49
	- Cartographic Technician			24.49
	- Civil Engineering Technician			21.19
	- Drafter/CAD Operator I - Drafter/CAD Operator II			17.37
	- Drafter/CAD Operator III			19.77 22.04
	- Drafter/CAD Operator IV			27.11
	- Engineering Technician I			16.66
	- Engineering Technician II			18.71
	- Engineering Technician III			20.96
30084	- Engineering Technician IV			25.93
	- Engineering Technician V			31.73
	- Engineering Technician VI			38.36
	- Environmental Technician			22.52
	- Laboratory Technician			21.16
	- Mathematical Technician			25.93
	- Paralegal/Legal Assistant I - Paralegal/Legal Assistant II			19.24 24.79
	- Paralegal/Legal Assistant III			30.34
	- Paralegal/Legal Assistant IV			36.70
	- Photo-Optics Technician			25.93
	- Technical Writer I			21.06
30462	- Technical Writer II			25.76
	- Technical Writer III			31.17
	- Unexploded Ordnance (UXO) Technician I			22.74
	- Unexploded Ordnance (UXO) Technician II			27.51
	- Unexploded Ordnance (UXO) Technician III			32.97
	- Unexploded (UXO) Safety Escort			22.74
	- Unexploded (UXO) Sweep Personnel - Weather Observer, Combined Upper Air Or	(see	2 \	22.74 22.98
	ce Programs	(500	۷)	22.90
	3	(see	2)	25.53
	Transportation/Mobile Equipment Operation Occupat	-	_,	20.00
	- Bus Aide			13.70
31030	- Bus Driver			20.47
31043	- Driver Courier			15.44
	- Parking and Lot Attendant			10.77
	- Shuttle Bus Driver			15.39
	- Taxi Driver			12.08
	- Truckdriver, Light			14.95
	- Truckdriver, Medium - Truckdriver, Heavy			19.55 22.78
	- Truckdriver, Heavy - Truckdriver, Tractor-Trailer			22.78
	Miscellaneous Occupations			22.70
	-			

99030 - Cashier	9.92
99050 - Desk Clerk	11.53
99095 - Embalmer	26.69
99251 - Laboratory Animal Caretaker I	10.53
99252 - Laboratory Animal Caretaker II	11.58
99310 - Mortician	28.04
99410 - Pest Controller	18.16
99510 - Photofinishing Worker	13.47
99710 - Recycling Laborer	19.48
99711 - Recycling Specialist	21.25
99730 - Refuse Collector	16.10
99810 - Sales Clerk	13.11
99820 - School Crossing Guard	11.18
99830 - Survey Party Chief	21.38
99831 - Surveying Aide	14.17
99832 - Surveying Technician	19.46
99840 - Vending Machine Attendant	14.81
99841 - Vending Machine Repairer	16.91
99842 - Vending Machine Repairer Helper	14.81

# ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.81 per hour or \$152.40 per week or \$660.40 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

#### THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made

the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE  $\{ \text{Standard Form } 1444 \ (\text{SF } 1444) \}$ 

## Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or

notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

AMEND	MENT OF SOLICITATIO	N/MODIFICATION	OF CONTRACT	1. Contract ID Co	ode	Page of Page	es
	NT MODIFICATION NO. PA10	3. EFFECTIVE DATE OCT 22, 2013	4. REQUISITION/PURCH/	ASE REQ. NO.	5. PROJECT NO. (if		2
6. ISSUED BY		osita tenino grin	7. ADMINISTERED BY (If		CODE	purpose	ed
ADA S. MCKIN	ADDRESS OF CONTRACTOR (NO. NLEY COMMUNITY SERVICES, INC. HINGTON BLVD 506071905	, Street, Country, State and (b) (4)	ZIP Code) (x)	9B. DATED (SE	NT OF SOLICITATIO  E ITEM 11)  TION OF CONTRAC GS-05P-09-SA-C-0022	ther term	0 10
CODE (b) (4)		FACILITY CODE		10B. DATED (SI			
	11 TU		O AMENDMENTS OF SOLIC		29, 2009		
(a) By complete or (c) By separ RECEIVED AT YOUR OFFER telegram or lett	e numbered solicitation is amended a knowledge receipt of this amendmenting items 8 and 15, and returning ate letter or telegram which includes a THE PLACE DESIGNATED FOR TH. If by virtue of this amendment your cler makes reference to the solicitation ING AND APPROPRIATION DATA (I	prior to the hour and date s copies of amendment; ( a reference to the solicitation IE RECEIPT OR OFFERS F desire to change an offer airc and this amendment, and is	pecified in the solicitation or a b) By acknowledging receipt a and amendment numbers. I PRIOR TO THE HOUR AND I	as amended, by on of this amendment FAILURE OF YOU! DATE SPECIFIED may be made by to g hour and date spe	e of the following me ton each copy of the R ACKNOWLEDGME MAY RESULT IN RE	offer submitte NT TO BE JECTION Of vided each Amount: \$6	ted; F
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15B. CONTRAC	CTOR/OFFEROR	15C. DATE SIGNED	16B. UNITED STATES OF	FAMERICA	16C. DATE SIGN	ED	_
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(Signature of p	erson authorized to sign)	-					

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ISSUED BY     GSA, PBS, AMD Northern Contracting Branch     Minnesota/Wisconsin Contracting Team- Chicago Office     230 S. Dearborn St. Room 3600     Chicago IL 60604	E 5P2PQDB-CH	7. ADMINISTERED BY (I See Black 6	f other than item 6	) CODE	alinistrop g
8. NAME AND ADDRESS OF CONTRACTOR (NO ADA S. MCKINLEY COMMUNITY SERVICES, INC. 1359 W WASHINGTON BLVD CHICAGO IL 60607	D., Street, Country, State and (b) (4)	d ZIP Code) (x)	9A. AMENDM	ENT OF SOLICITA	TION NO.
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or (c) By separate letter or telegram which includes RECEIVED AT THE PLACE DESIGNATED FOR TO YOUR OFFER. If by virtue of this amendment your elegram or letter makes reference to the solicitation 12. ACCOUNTING AND APPROPRIATION DATA ee Schedule	desire to change an offer al	PRIOR TO THE HOUR AND	DATE SPECIFIES e may be made by ng hour and date s	D MAY RESULT IN telegram or letter, specified.  Modification Ar	REJECTION O provided each mount: (b) (4)
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C. THIS SUPPLEMENTAL AGRE  By mutual agreement of both pa	irties	PURSUANT TO AUTHORI	TY OF:		
D. OTHER (Specify type of modi					
. IMPORTANT: Contractor is not,	is required to sign this do	cument and return1	copies to the	issuing office.	
4. DESCRIPTION OF AMENDMENT/MODIFICAT	ION (Organized by UCF sec	ction headings, including soli	citation/contract su	bject matter where	feasible)
e purpose of this modification is to extend th	e current performance pe	eriod from June 30, 2014,	to July 31, 2014.		
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vious Edition unusable		a **	STANDAR Prescribed b	D FORM 30. (Rev y GSA FAR (48 C	r. 10-83) FR) 53-243

## Continued from Block 14...



The total monthly price for July 1-31, 2014, is (janitorial & related services monthly cost ndscaping services monthly cost \$

	SCHEDULE Continued						
ITEM NO.	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE \$	AMOUNT \$		
0013	(New Line Item) Standard Services Janitorial and related services Including Trash Removal, and Integrated Pest Management (See Section B.1.0) Period of Performance: 7/01/2014 to 7/31/14	1.00	МО	(b) (4)			
0014	Period of Performance: 7/01/2014 to 7/31/14  Accounting and Appropriation Data:  (b) (4)  PR NUMBER: 5PSSE-14-0123 SHIP TO: PMD- MINNESOTA/WISCONSIN SERVICE CENTER 517 EAST WISCONSIN AVENUE ROOM 230 MILWAUKEE WI 53202 FOB: Destination (New Line Item) Basic Services - Landscaping Landscaping services for July  Accounting and Appropriation Data:  (b) (4)  PR NUMBER: 5PSSE-14-0123 FOB: Destination	1.00	MO	(b) (4)			

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MNWI SERVICE C	BORN STREET, SUITE 3800	99000511	7. ADMINISTERED See Block 6	BY (If o	ther than item 6)	CODE		181 - 181 -
ADA S. MCKINLEY 1359 W WASHING		Street, Country, State and (b) (4)	ZIP Code)	(x)	9A. AMENDME	NT OF SOLICITAT	ION NO.	
CHICAGO IL 60607					9B. DATED (SI	EE ITEM 11)		
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(b) (4		FLOURING CORP.			10B. DATED (S			
CODE		FACILITY CODE	10.1V42 1, 191 1)			29, 2009		
	11. TH	IS ITEM ONLY APPLIES T	O AMENDMENTS OF	SOLIC	ITATIONS			
Offers must ack (a) By completing or (c) By separate RECEIVED AT YOUR OFFER. telegram or letter	numbered solicitation is amended a nowledge receipt of this amendmenting items 8 and 15, and returning	prior to the hour and date s copies of amendment; a reference to the solicitation IE RECEIPT OR OFFERS desire to change an offer all and this amendment, and i	specified in the solicital (b) By acknowledging and amendment num PRIOR TO THE HOUR ready submitted, such a	ion or a receipt bers. F R AND I change	as amended, by do of this amendment of this amendment of the fall ure of YOL DATE SPECIFIED may be made by ghour and date s	one of the following int on each copy of t UR ACKNOWLEDG D MAY RESULT IN r telegram or letter,	the offer suited in the content of t	bmitted; BE ON OF
42 THIS ITE	M ONLY APPLIES TO MODIFICAT	ION OF CONTRACTOOR	SEDE IT MODIEIES T	UE CO	NTDACTIONDE	NO ACDECON	250 IN ITE	11.4.1
Check One	A. THIS CHANGE ORDER IS ISS							M 14.
	B. THE ABOVE NUMBERED CO office, appropriation date, etc) C. THIS SUPPLEMENTAL AGRE FAR 52.217-8 Option to Extend	EM 10A.  INTRACT/ORDER IS MODI SET FORTH IN ITEM 14, F EMENT IS ENTERED INTO Services	FIED TO REFLECT TO PURSUANT TO THE A	HE ADI	MINISTRATIVE C	CHANGES (such as		a paying
E. IMPORTA	NT: Contractor  is not,	s required to sign this do	cument and return _	1	copies to the	issuing office.		
GS05P09SACO CONTRACTOR The purpose of 2014, in accord Except as provided 15A. NAME AN	TON OF AMENDMENT/MODIFICAT 2022, 1B9E01959 R EMAIL: (b) (6) If this modification is to extend the dance with FAR 52,217-8 Option herein, all terms and conditions of the docum D TITLE OF SIGNER (Type or print)	e contract performance p to Extend Services. The nent referenced in item 9A or 10A.	period three additional cost for services di as heretofore changed, ren	al mon uring the nains und TITLE ( Contraction arie.buch	oths commencing this See Continuing the contraction of the contrac	ng August 1, 2014 nuation Page	to Octob	er 31,
	) (6)	7/1/14	(b) (4)			ORM 30. (Re	2014 ev. 10-83)	

#### Continued from Block 14...

extension shall be (b) (4) per month.

The certification of funding reflects only one month (8/1/2014-8/31/2014) of funding in the amount of (b) (4) The remaining months are subject to the "Limitation of Government's Obligation" (LoGO) clause incorporated into Section G.6 of the contract under this extension period. The remaining months will be funded in one-month increments.

The PBS Office of Acquisition Management has been delegated administrative contracting officer (ACO) authority to ensure that the incremental funding is obligated in accordance with the schedule contained in the aforementioned Section G.6. An email will be sent to the email address identified herein when the subsequent monthly increments of funding are provided.

SCHEDULE Continued						
ITEM NO.	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE \$	AMOUNT \$	
0015	(New Line Item)  Janitorial and related services extension.  (Note: The certification of funding reflects only one month (8/01/14 to 8/31/14) of funding in the amount of (b) (4)  The remaining months are subject to the Limitation of Government's Obligation Clause and will be funded in one-month increments.	3.00	МО	(b) (4)		
0016	Janitorial and related services. Period of performance extended 8/1/14 to 10/31/14  Accounting and Appropriation Data:  (b) (4)  PR NUMBER: 5PSSE-14-0145  FOB: Destination (New Line Item) Landscaping Services (Note: The certification of funding reflects only one month (8/01/14 to 8/31/14) of funding in the amount of The remaining months are subject to the Limitation of Government's Obligation Clause and will be funded in one-month increments.  Landscaping services extended for 3 months. Period of performance 8/01/14 to 10/31/14.  Accounting and Appropriation Data:  (b) (4)  PR NUMBER: 5PSSE-14-0145  FOB: Destination	3.00	MO	(b) (4)		

# G.6: Limitation of Government's Obligation.

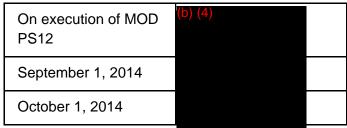
As prescribed, use the following clause:

## LIMITATION OF GOVERNMENT'S OBLIGATION

- (a) Contract line item(s) 0015 through 0016 are incrementally funded. For these item(s), the sum of \$ (b) (4) of the total price is presently available for payment and allotted to this contract. An allotment schedule is set forth in Paragraph (J) of this clause.
- (b) For item(s) identified in paragraph (a) of this clause, the Contractor agrees to perform up to the point at which the total amount payable by the Government, including reimbursement in the event of termination of those item(s) for the Government's convenience, approximates the total amount currently allotted to the contract. The Contractor is not authorized to continue work on those item(s) beyond that point. The Government will not be obligated in any event to reimburse the Contractor in excess of the amount allotted to the contract for those item(s) regardless of anything to the contrary in the clause entitled "Termination for Convenience of the Government." As used in this clause, the total amount payable by the Government in the event of termination of applicable contract line item(s) for convenience includes costs, profit, and estimated termination settlement costs for those item(s).
- (c) Notwithstanding the dates specified in the allotment schedule in paragraph (j) of this clause, the Contractor shall be notified that funding is available by email (as annotated on the award document) to the contractor 15 days prior to the incremental funding dates as outlined in Paragraph J. Notice of funding will also be provided via a website (https:\\finance3.gsa.gov). If after such notification additional funds are not allotted prior to the expiration date, the Contracting Officer will terminate any item(s) for which additional funds have not been allotted, pursuant to the clause of this contract entitled "Termination for Convenience of the Government."
- (d) When additional funds are allotted for continued performance of the contract line item(s) identified in paragraph (a) of this clause, the Contractor agrees to continue performance in accordance with the contract. The provisions of paragraphs (b) and (d) of this clause will apply in like manner to the additional allotted funds and agreed substitute date.
- (e) If, solely by reason of failure of the Government to allot additional funds, by the dates indicated below in Paragraph J, in amounts sufficient for timely performance of the contract line item(s) identified in paragraph (a) of this clause, the Contractor incurs additional costs or is delayed in the performance of the work under this contract and if additional funds are allotted, an equitable adjustment will be made in the price or prices (including appropriate target, billing, and ceiling prices where applicable) of the item(s), or in the time of delivery, or both. Failure to agree to any such equitable adjustment hereunder will be a dispute concerning a question of fact within the meaning of the clause entitled "Disputes."
- (f) The Government may at any time prior to termination allot additional funds for the performance of the contract line item(s) identified in paragraph (a) of this clause.
- (g) The termination provisions of this clause do not limit the rights of the Government under the clause entitled "Default." The provisions of this clause are limited to the work and allotment of funds for the contract line item(s) set forth in paragraph (a) of this clause. This clause no longer applies once the contract is fully funded except with regard to the rights or

obligations of the parties concerning equitable adjustments negotiated under paragraphs (d) and (e) of this clause.

- (h) Nothing in this clause affects the right of the Government to terminate this contract pursuant to the clause of this contract entitled "Termination for Convenience of the Government."
- (i) Nothing in this clause shall be construed as authorization of voluntary services whose acceptance is otherwise prohibited under 31 U.S.C. § 1342.
- (j) The parties contemplate that the Government will allot funds to this contract in increments from the date of award in accordance with the following schedule:



(End of clause)

AMEND	MENT OF SOLICITATIO	N/MODIFICATION	OF CONTRAC	Т	1. Contract ID Co	ode	Page of	
2. AMENDMI	ENT MODIFICATION NO. PS14	3. EFFECTIVE DATE 10/30/2014	4. REQUISITION/PU	 RCHA E-15-00		5. PROJECT N	NO. (if applicab	le)
MN/WI SERVIC	TY MANAGEMENT DIVISION E CENTER FARBORN STREET, SUITE 3800	99000511	7. ADMINISTERED E See Block 6	BY (If o	ther than item 6)	CODE		
	D ADDRESS OF CONTRACTOR (NO LEY COMMUNITY SERVICES, INC. NGTON BLVD	., Street, Country, State and (b) (4)	I ZIP Code)	(x)	9A. AMENDME	NT OF SOLICI	TATION NO.	
CHICAGO IL 60	9607				9B. DATED (SI	EE ITEM 11)		
				×	10A. MODIFIC	ATION OF CON GS-05P-09-SA-		R NO.
······································					10B. DATED (S			
CODE (	(*)	FACILITY CODE		U*+453254113.1441		29, 2009	009	
	11. Th	IIS ITEM ONLY APPLIES T	O AMENDMENTS OF	SOLIC	ITATIONS			
See Schedu	A. THIS CHANGE ORDER IS ISS	FION OF CONTRACTS/OR			NTRACT/ORDE		Amount	o) (4) M 14.
	B. THE ABOVE NUMBERED CO	ONTRACT/ORDER IS MOD					n as changes it	n paying
×	c. THIS SUPPLEMENTAL AGRE FAR 52.217-8 Option to Extend	EMENT IS ENTERED INTO				103(b).	*nonjujemono	
	D. OTHER (Specify type of mod	ification and authority)						
E. IMPOR	TANT: Contractor is not,	is required to sign this do	ocument and return	1	_ copies to the	issuing office		
GS05P09SA CONTRACT The purpose 31, 2015, in Except as provi	AC0022, 1B9E01959  OR EMAIL: (b) (6)  of this modification is to extend the accordance with FAR 52.217-8 Order the following and conditions of the documents of	ne contract performance potion to Extend Services.	period three additions The cost for service	al mor s duri	nths commencing this See C	ng November ontinuation Pa	1, <b>2</b> 014, to Ja age	inuary
	AND TITLE OF SIGNER (Type or print AMAL MALONE	)	16A. NAME AND Rosemarie Buchalski, ( 312-353-5634 rosem	Contract	ing Officer	NG OFFICER (	Type or print)	
15B. CONTR	RACTOR/OFFEROR	15C. DATE SIGN	ED 16B. UNITED STA	TES C	OF AMERICA	16C. DA	TE SIGNED	
	(b) (6)	_ W/18/14	(b) (6)			12/4	1/2014	
VS Previous East	ion unusable					By GSA FAR (		43

### Continued from Block 14...

extension shall be (b) (4)

The certification of funding reflects only one month (11/1/2014-11/30/2014) of funding in the amount of (b) (4) The remaining months are subject to the "Limitation of Government's Obligation" (LoGO) clause incorporated into Section G.6 of the contract under this extension period. The remaining months will be funded in one-month increments.

The PBS Office of Acquisition Management has been delegated administrative contracting officer (ACO) authority to ensure that the incremental funding is obligated in accordance with the schedule contained in the aforementioned Section C.6. An email will be sent to the email address identified herein when the subsequent monthly increments of funding are provided.

The pricing awarded under this modification is reflective of the Renewal Period 4 pricing awarded in July 2013 as a result of ongoing negotiations for Renewal Period 4 which have not yet been finalized. Once that pricing has been finalized, any respective equitable adjustments under this extension, and the prior extension, will be calculated and the respective modification issued.

Under this modification the contract value is increased by (b) (4) from (b) (4) All other terms and conditions not noted in this modification remain unchanged and in full force and effect.

SCHEDULE Continued						
ITEM NO.	SUPPLIES/SERVICES	QUANTITY	UNIT	UNIT PRICE \$	AMOUNT \$	
	(New Line Item)  Janitorial and related services extension.  (Note: The certification of funding reflects only one month (11/01/14 to 11/30/14) of funding in the amount of (b) (4)  The remaining months are subject to the Limitation of Government's Obligation Clause and will be funded in one-month increments.)					
018	Janitorial and related services. Period of performance extended 11/01/14 to 01/31/15.  Accounting and Appropriation Data:	3.00	МО	(b) (4)		
	(b) (4)  PR NUMBER: 5PSSE-15-0006  FOB: Destination  (New Line Item)					
	Snow Removal Services  (Note: The certification of funding reflects only one month (11/01/14 to 11/30/14) of funding in the amount of (b) (4) the remaining months are subject to the Limitation of Government's Obligation Clause and will be funded in a one-month increments.)			(h) (4)		
019	Snow removal services for one month. Period of performance from 11/01/14 to 01/31/15  Accounting and Appropriation Data:	3.00	МО	(5) (1)		
	(b) (4) PR NUMBER: 5PSSE-15-0006 FOB: Destination					

# G.6: Limitation of Government's Obligation.

As prescribed, use the following clause:

## LIMITATION OF GOVERNMENT'S OBLIGATION

- (b) For item(s) identified in paragraph (a) of this clause, the Contractor agrees to perform up to the point at which the total amount payable by the Government, including reimbursement in the event of termination of those item(s) for the Government's convenience, approximates the total amount currently allotted to the contract. The Contractor is not authorized to continue work on those item(s) beyond that point. The Government will not be obligated in any event to reimburse the Contractor in excess of the amount allotted to the contract for those item(s) regardless of anything to the contrary in the clause entitled "Termination for Convenience of the Government." As used in this clause, the total amount payable by the Government in the event of termination of applicable contract line item(s) for convenience includes costs, profit, and estimated termination settlement costs for those item(s).
- (c) Notwithstanding the dates specified in the allotment schedule in paragraph (j) of this clause, the Contractor shall be notified that funding is available by email (as annotated on the award document) to the contractor 15 days prior to the incremental funding dates as outlined in Paragraph J. Notice of funding will also be provided via a website (https:\\finance3.gsa.gov). If after such notification additional funds are not allotted prior to the expiration date, the Contracting Officer will terminate any item(s) for which additional funds have not been allotted, pursuant to the clause of this contract entitled "Termination for Convenience of the Government."
- (d) When additional funds are allotted for continued performance of the contract line item(s) identified in paragraph (a) of this clause, the Contractor agrees to continue performance in accordance with the contract. The provisions of paragraphs (b) and (d) of this clause will apply in like manner to the additional allotted funds and agreed substitute date.
- (e) If, solely by reason of failure of the Government to allot additional funds, by the dates indicated below in Paragraph J, in amounts sufficient for timely performance of the contract line item(s) identified in paragraph (a) of this clause, the Contractor incurs additional costs or is delayed in the performance of the work under this contract and if additional funds are allotted, an equitable adjustment will be made in the price or prices (including appropriate target, billing, and ceiling prices where applicable) of the item(s), or in the time of delivery, or both. Failure to agree to any such equitable adjustment hereunder will be a dispute concerning a question of fact within the meaning of the clause entitled "Disputes."
- (f) The Government may at any time prior to termination allot additional funds for the performance of the contract line item(s) identified in paragraph (a) of this clause.
- (g) The termination provisions of this clause do not limit the rights of the Government under the clause entitled "Default." The provisions of this clause are limited to the work and allotment of funds for the contract line item(s) set forth in paragraph (a) of this clause. This clause no longer applies once the contract is fully funded except with regard to the rights or

obligations of the parties concerning equitable adjustments negotiated under paragraphs (d) and (e) of this clause.

- (h) Nothing in this clause affects the right of the Government to terminate this contract pursuant to the clause of this contract entitled "Termination for Convenience of the Government."
- (i) Nothing in this clause shall be construed as authorization of voluntary services whose acceptance is otherwise prohibited under 31 U.S.C. § 1342.
- (j) The parties contemplate that the Government will allot funds to this contract in increments from the date of award in accordance with the following schedule:

On execution of MOD PS14	(b) (4)	
December 1, 2014		
January 1, 2015		

(End of clause)

AMENDI	MENT OF SOLICITATIO	N/MODIFICATION	OF CONTRACT	1. Contract ID C	ode	Page of Pa	ges
	NT MODIFICATION NO. PS15	3. EFFECTIVE DATE	4. REQUISITION/PURCI	The state of the s	5. PROJECT NO	(if applicable)	3
MN/WI SERVICE	Y MANAGEMENT DIVISION CENTER RBORN STREET, SUITE 3800	99000511	7. ADMINISTERED BY (I See Block 6	f other than item 6)	CODE	og ds Siglar	lland s
		, Street, Country. State and (b) (4	1 (X	9A. AMENDME	ENT OF SOLICITA	TION NO.	
ix a			×	10A. MODIFIC	ATION OF CONTR GS-05P-09-SA-C-0		NO.
CODE (b) (4)		FACILITY CODE		10B. DATED (	SEE ITEM 13) 29, 2009		
	11. TH	IS ITEM ONLY APPLIES TO	O AMENDMENTS OF SOL	ICITATIONS			
YOUR OFFER telegram or let 12. ACCOUNT See Schedule	THE PLACE DESIGNATED FOR TE. If by virtue of this amendment your ter makes reference to the solicitation TING AND APPROPRIATION DATA (  EM ONLY APPLIES TO MODIFICAT  A. THIS CHANGE ORDER IS ISS CONTRACT ORDER NO. IN IT	desire to change an offer air and this amendment, and is if required)  TION OF CONTRACTS/ORD  UED PURSUANT TO: (Spec	eady submitted, such chans received prior to the oper	ge may be made by ing hour and date s  Modifications  CONTRACT/ORDE	y telegram or letter, specified. Modification An ation Obligated A	provided each nount: (b) (2 mount BED IN ITEM	h 4)
	THE ABOVE NUMBERED CO office, appropriation date, etc)					s changes in pa	aying
×	C. THIS SUPPLEMENTAL AGRE By Mutual Agreement of the Par		PURSUANT TO AUTHOR	RITY OF:			
	D. OTHER (Specify type of modi	fication and authority)					
E. IMPORTA	ANT: Contractor is not,	s required to sign this do	cument and return1	copies to the	issuing office.	9	
The purpose of at 517 E. Wiso services include	of this modification is to extend the consin Avenue, Milwaukee, WI, for thoseSee Continuation Pag	e custodial and related se or a period of six (6) mont e	ervices being performed hs commencing on Feb	at the Federal Boruary 1, 2015, an	uilding & U.S. Co d expiring on July	urthouse loca	
	d herein, all terms and conditions of the docum ND TITLE OF SIGNER (Type or print)		as heretofore changed, remains 16A, NAME AND TITL			e or print)	
	- MALONE, CEO		Rosemarie Buchalski, Contr. 312-353-5634 rosemarie.b	acting Officer		o or prany	
15B. CONTRA	CTOR/OFFEROR	15C. DATE SIGNE	D 16B UNITED STATES	OF AMERICA	16C. DATE	SIGNED	
(b) (6)							

#### Continued from Block 14...

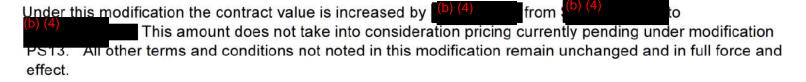
currently in place and changes as communicated in May 2013, and attached hereto.

The monthly contract price is as follows and based upon snow removal and landscaping services for the respective months:



The certification of funding reflects only one month (2/1/2015-2/28/2015) of funding in the amount of \$\footnote{\text{(b)}}\footnote{(4)}\$ The remaining months are subject to the "Limitation of Government's Obligation" (LoGO) clause incorporated into Section G.6 of the contract and updated herein. The remaining months will be funded in one-month increments.

The PBS Office of Acquisition Management has been delegated administrative contracting officer (ACO) authority to ensure that the incremental funding is obligated in accordance with the schedule contained in the aforementioned Section G.6. An email will be sent to the email address identified herein when the subsequent monthly increments of funding are provided.



	SCHEDULE C	ontinueu			
NI NO. SUPPLIES/SERV	ICES	QUANTITY	UNIT	UNIT PRICE \$	AMOUNT \$
(New Line Item) Custodial and Related Services for Note: The certification of funding (02/01/15 to 2/2)  (b) (4) The remaining month funded per the Limitation of Government of Clause.  Janitorial and related services Inc.	reflects only one 28/15) in the amount of hs will be incrementally ernment's Obligation cluding Trash Removal,		мо	(b) (4)	
and Integrated Pest Managemer Services received from 2/01/15 th  Accounting and Appropriation Da  (b) (4)  PR NUMBER: 5PSSE-15-0044  FOB: Destination  (New Line Item)  Grounds and Landscaping Service  Note: The certification of funding	ta:  tes for WI0044ZZ  reflects only one month				
of funding (02/01/15-2/28/15) in the remaining months will be inditated the Limitation of Government's C Landscaping services: services regularly  Accounting and Appropriation Da  (b) (4)  PR NUMBER: 5PSSE-15-0044	crementally funded per obligation clause. eceived May through	3.00	МО	(b) (4)	
Note: The certification of funding month of funding (02/01/15-2/28)  (b) (4) The remaining month under per the Limitation of Government of Services February  Accounting and Appropriation Date  (b) (4)  PR NUMBER: 5PSSE-15-0044  FOB: Destination	reflects only one (15) in the amount of s will be incrementally ernment's Obligation (through April.	3.00	МО	(b) (4)	
Snow removal services for WI004  Note: The certification of funding month of funding (02/01/15-2/28/(b) (4) The remaining month funded per the Limitation of Government of Snow Removal services February Accounting and Appropriation Date (b) (4)  PR NUMBER: 5PSSE-15-0044	reflects only one (15) in the amount of s will be incrementally ernment's Obligation (through April.	3.00	MO	(b) (4)	

# CONTRACT GS-05P-09-SA-C-0022 SPECIFICATION CHANGES

SOLICITATION TABLE OF CONTENTS C.4.1.14 NA

# C. DESCRIPTION/SPECIFICATION/STATEMENT OF WORK C.4.1.14 NA

# C.4.1.13 Window Washing (Interior)

<u>Cleaning:</u> Windows shall be clean and free of dirt, grime, streaks, and moisture and shall not be cloudy. Window sashes, sills, woodwork, and other surroundings of glass shall be wiped free of drippings and other watermarks. Window interiors shall be cleaned semi-annually. Cleaning frequencies that are above standard shall be completed on a reimbursable basis to the Contractor. Cleanings of both sides of the windows shall be coordinated to maximize cost effective operations as directed by the COR.

# C.4.2.2 Window Washing

Both sides of the glass shall be clean and free of dirt, grime, streaks and moisture, and shall not be cloudy. Window sashes, sills, woodwork, and other surroundings of interior glass shall be wiped free of drippings and other watermarks. Windows shall be cleaned semi-annually. Cleaning frequencies that are above standard shall be completed on a reimbursable basis to the Contractor. Cleanings of both sides of the windows shall be coordinated with the COR to maximize cost effective operations.

# EXHIBIT 1, J.1 BUILDING INFORMATION SHEET

# 2. BUILDING STATISTICS:

IAI	T	-		1	-
IIV		_	ĸ		ĸ

## **EXTERIOR**

Outside area to be policed 10,500 SF\*

# EXHIBIT2, J.2 QUALITY ASSURANCE SURVEILLANCE PLAN (QASP)

BLINDS AND COVERINGS	All blinds and coverings, cord tapes, and valances shall be clean and free of dust and spots.	The Government may evaluate performance based on any or all of the following: tenant satisfaction, surveys, tenant interviews, periodic inspections, and service call
	Blinds and coverings cleaning shall be coordinated with the COR.	documentation.

# **G.6:** Limitation of Government's Obligation.

As prescribed, use the following clause:

# LIMITATION OF GOVERNMENT'S OBLIGATION

- (a) Contract line item(s) 0020 through 0022 are incrementally funded. For these item(s), the sum of \$ (b) (4) (4) (5) of the total price is presently available for payment and allotted to this contract. An allotment schedule is set forth in Paragraph (J) of this clause.
- (b) For item(s) identified in paragraph (a) of this clause, the Contractor agrees to perform up to the point at which the total amount payable by the Government, including reimbursement in the event of termination of those item(s) for the Government's convenience, approximates the total amount currently allotted to the contract. The Contractor is not authorized to continue work on those item(s) beyond that point. The Government will not be obligated in any event to reimburse the Contractor in excess of the amount allotted to the contract for those item(s) regardless of anything to the contrary in the clause entitled "Termination for Convenience of the Government." As used in this clause, the total amount payable by the Government in the event of termination of applicable contract line item(s) for convenience includes costs, profit, and estimated termination settlement costs for those item(s).
- (c) Notwithstanding the dates specified in the allotment schedule in paragraph (j) of this clause, the Contractor shall be notified that funding is available by email (as annotated on the award document) to the contractor 15 days prior to the incremental funding dates as outlined in Paragraph J. Notice of funding will also be provided via a website (https:\\finance3.gsa.gov). If after such notification additional funds are not allotted prior to the expiration date, the Contracting Officer will terminate any item(s) for which additional funds have not been allotted, pursuant to the clause of this contract entitled "Termination for Convenience of the Government."
- (d) When additional funds are allotted for continued performance of the contract line item(s) identified in paragraph (a) of this clause, the Contractor agrees to continue performance in accordance with the contract. The provisions of paragraphs (b) and (d) of this clause will apply in like manner to the additional allotted funds and agreed substitute date.
- (e) If, solely by reason of failure of the Government to allot additional funds, by the dates indicated below in Paragraph J, in amounts sufficient for timely performance of the contract line item(s) identified in paragraph (a) of this clause, the Contractor incurs additional costs or is delayed in the performance of the work under this contract and if additional funds are allotted, an equitable adjustment will be made in the price or prices (including appropriate target, billing, and ceiling prices where applicable) of the item(s), or in the time of delivery, or both. Failure to agree to any such equitable adjustment hereunder will be a dispute concerning a question of fact within the meaning of the clause entitled "Disputes."
- (f) The Government may at any time prior to termination allot additional funds for the performance of the contract line item(s) identified in paragraph (a) of this clause.
- (g) The termination provisions of this clause do not limit the rights of the Government under the clause entitled "Default." The provisions of this clause are limited to the work and allotment of funds for the contract line item(s) set forth in paragraph (a) of this clause. This clause no longer applies once the contract is fully funded except with regard to the rights or

obligations of the parties concerning equitable adjustments negotiated under paragraphs (d) and (e) of this clause.

- (h) Nothing in this clause affects the right of the Government to terminate this contract pursuant to the clause of this contract entitled "Termination for Convenience of the Government."
- (i) Nothing in this clause shall be construed as authorization of voluntary services whose acceptance is otherwise prohibited under 31 U.S.C. § 1342.
- (j) The parties contemplate that the Government will allot funds to this contract in increments from the date of award in accordance with the following schedule:

On execution of MOD PS15	(b) (4)	
March 1, 2015		
April 1, 2015		
May 1, 2015		
June 1, 2015		
July 1, 2015		

(End of clause)

WD 05-2581 (Rev.-15) was first posted on www.wdol.gov on 12/30/2014

\*

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR By direction of the Secretary of Labor

THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210

| Wage Determination No.: 2005-2581

Diane C. Koplewski Division of Director Wage Determinations

Revision No.: 15 Date Of Revision: 12/22/2014

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

State: Wisconsin

Area: Wisconsin Counties of Milwaukee, Ozaukee, Racine, Walworth, Washington, Waukesha

OCCUPATION CODE - TITLE FOOTNOTE  01000 - Administrative Support And Clerical Occupations  01011 - Accounting Clerk I  01012 - Accounting Clerk II	RATE  13.81 15.51 17.91 25.48 19.27
01011 - Accounting Clerk I 01012 - Accounting Clerk II	15.51 17.91 25.48
01012 - Accounting Clerk II	15.51 17.91 25.48
	17.91 25.48
01010	25.48
01013 - Accounting Clerk III	
01020 - Administrative Assistant	19 27
01040 - Court Reporter	17.27
01051 - Data Entry Operator I	12.06
01052 - Data Entry Operator II	13.16
01060 - Dispatcher, Motor Vehicle	18.54
01070 - Document Preparation Clerk	13.07
01090 - Duplicating Machine Operator	13.07
01111 - General Clerk I	12.45
01112 - General Clerk II	13.58
01113 - General Clerk III	15.24
01120 - Housing Referral Assistant	19.28
01141 - Messenger Courier	12.30
01191 - Order Clerk I	11.37
01192 - Order Clerk II	13.73
01261 - Personnel Assistant (Employment) I	16.16
01262 - Personnel Assistant (Employment) II	17.65
01263 - Personnel Assistant (Employment) III	19.68
01270 - Production Control Clerk	21.90
01280 - Receptionist	13.77
01290 - Rental Clerk	16.16
01300 - Scheduler, Maintenance	15.45
01311 - Secretary I	15.45
01312 - Secretary II	17.29
01313 - Secretary III	19.28
01320 - Service Order Dispatcher	17.32
01410 - Supply Technician	25.48
01420 - Survey Worker	18.54
01531 - Travel Clerk I	13.47

01532	- Travel Clerk II	14.57
01533	- Travel Clerk III	15.76
	- Word Processor I	13.00
01612	- Word Processor II	16.16
01613	- Word Processor III	17.30
	Automotive Service Occupations	
	- Automobile Body Repairer, Fiberglass	21.91
	- Automotive Electrician	21.18
	- Automotive Glass Installer	20.38
	- Automotive Worker	20.38
	- Mobile Equipment Servicer	18.76
	- Motor Equipment Metal Mechanic	21.91
	- Motor Equipment Metal Worker	20.71
	- Motor Vehicle Mechanic	21.91
	- Motor Vehicle Mechanic Helper	17.85
	- Motor Vehicle Upholstery Worker	19.66
	- Motor Vehicle Wrecker	20.38
	- Painter, Automotive	21.18
	- Radiator Repair Specialist	20.38
	- Tire Repairer	16.09
	- Transmission Repair Specialist	21.91
	Food Preparation And Service Occupations	11 05
	- Baker	11.25
	- Cook I	11.17
	- Cook II	12.52
	- Dishwasher	9.55
	- Food Service Worker	9.55
	- Meat Cutter	17.45 9.30
	- Waiter/Waitress	9.30
	Furniture Maintenance And Repair Occupations - Electrostatic Spray Painter	20.47
	- Furniture Handler	15.53
	- Furniture Refinisher	20.68
	- Furniture Refinisher Helper	17.44
	- Furniture Repairer, Minor	19.20
	- Upholsterer	20.68
	General Services And Support Occupations	20.00
	- Cleaner, Vehicles	10.17
	- Elevator Operator	10.90
	- Gardener	17.48
	- Housekeeping Aide	12.41
	- Janitor	13.68
	- Laborer, Grounds Maintenance	14.66
	- Maid or Houseman	9.30
	- Pruner	13.58
11270	- Tractor Operator	14.72
	- Trail Maintenance Worker	14.66
11360	- Window Cleaner	14.76
12000 -	Health Occupations	
	- Ambulance Driver	19.09
12011	- Breath Alcohol Technician	19.01
12012	- Certified Occupational Therapist Assistant	20.21
	- Certified Physical Therapist Assistant	20.02
12020	- Dental Assistant	15.98
12025	- Dental Hygienist	29.21
12030	- EKG Technician	24.71
12035	- Electroneurodiagnostic Technologist	24.71
	- Emergency Medical Technician	19.09
	- Licensed Practical Nurse I	18.41
	- Licensed Practical Nurse II	20.59
	- Licensed Practical Nurse III	22.96
12100	- Medical Assistant	14.75

12120				
		Medical Laboratory Technician		16.74
		Medical Record Clerk		15.96
		Medical Record Technician		17.85
		Medical Transcriptionist		16.17
		Nuclear Medicine Technologist		33.75
		Nursing Assistant I		10.38
		Nursing Assistant II		11.67
		Nursing Assistant III		12.73
		Nursing Assistant IV		14.29
		Optical Dispenser		16.65
		Optical Technician		14.64
		Pharmacy Technician		13.49
		Phlebotomist		14.29
		Radiologic Technologist		25.22
		Registered Nurse I		25.22
		Registered Nurse II		30.83
		Registered Nurse II, Specialist		30.83
		Registered Nurse III		37.30
		Registered Nurse III, Anesthetist		37.30
		Registered Nurse IV		44.70
		Scheduler (Drug and Alcohol Testing)		24.74
		nformation And Arts Occupations Exhibits Specialist I		10 60
		Exhibits Specialist II		19.69 22.17
		Exhibits Specialist III		27.12
		Illustrator I		17.91
		Illustrator II		20.31
		Illustrator III		24.08
		Librarian		24.06
		Library Aide/Clerk		13.67
		Library Information Technology Systems		22.09
Admin:				22.09
		Library Technician		15.51
		Media Specialist I		15.94
		Media Specialist II		19.05
		Media Specialist III		19.88
		<del>-</del>		
	_	Photographer T		15.83
		Photographer II		15.83 17.71
13072	-	Photographer II		17.71
13072 13073	- -	Photographer III		17.71 21.94
13072 13073 13074	- - -	Photographer II Photographer IV		17.71 21.94 26.85
13072 13073 13074 13075	- - -	Photographer II Photographer IV Photographer V		17.71 21.94 26.85 32.48
13072 13073 13074 13075 13110	- - - -	Photographer II Photographer IV Photographer V Video Teleconference Technician		17.71 21.94 26.85
13072 13073 13074 13075 13110 14000 -	- - - - - I	Photographer II Photographer III Photographer IV Photographer V Video Teleconference Technician Information Technology Occupations		17.71 21.94 26.85 32.48
13072 13073 13074 13075 13110 14000 - 14041	- - - - II	Photographer II Photographer III Photographer IV Photographer V Video Teleconference Technician aformation Technology Occupations Computer Operator I		17.71 21.94 26.85 32.48 15.46
13072 13073 13074 13075 13110 14000 - 14041 14042	- - - - II	Photographer II Photographer III Photographer IV Photographer V Video Teleconference Technician aformation Technology Occupations Computer Operator I Computer Operator II		17.71 21.94 26.85 32.48 15.46
13072 13073 13074 13075 13110 14000 - 14041 14042 14043	- - - - - In	Photographer II Photographer III Photographer IV Photographer V Video Teleconference Technician aformation Technology Occupations Computer Operator I		17.71 21.94 26.85 32.48 15.46 18.24 20.43
13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044	- - - - In	Photographer II Photographer IV Photographer IV Photographer V Video Teleconference Technician formation Technology Occupations Computer Operator I Computer Operator III Computer Operator IV		17.71 21.94 26.85 32.48 15.46 18.24 20.43 22.80
13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045	- - - - In	Photographer II Photographer IV Photographer IV Photographer V Video Teleconference Technician formation Technology Occupations Computer Operator I Computer Operator II Computer Operator III Computer Operator IV Computer Operator V		17.71 21.94 26.85 32.48 15.46 18.24 20.43 22.80 25.35
13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071	- - - - III - - -	Photographer II Photographer IV Photographer IV Photographer V Video Teleconference Technician formation Technology Occupations Computer Operator I Computer Operator III Computer Operator IV	(see 1)	17.71 21.94 26.85 32.48 15.46 18.24 20.43 22.80 25.35 27.91
13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072	- - - - In	Photographer II Photographer IV Photographer IV Photographer V Video Teleconference Technician formation Technology Occupations Computer Operator I Computer Operator II Computer Operator III Computer Operator IV Computer Operator V Computer Programmer I	(see 1) (see 1)	17.71 21.94 26.85 32.48 15.46 18.24 20.43 22.80 25.35 27.91
13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073	- - - - In	Photographer II Photographer IV Photographer IV Photographer V Video Teleconference Technician Iformation Technology Occupations Computer Operator I Computer Operator II Computer Operator IVI Computer Operator IV Computer Operator V Computer Operator V Computer Programmer I Computer Programmer II		17.71 21.94 26.85 32.48 15.46 18.24 20.43 22.80 25.35 27.91
13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074	- - - - In - - - - - -	Photographer II Photographer IV Photographer IV Photographer V Video Teleconference Technician Iformation Technology Occupations Computer Operator I Computer Operator II Computer Operator IV Computer Operator IV Computer Operator V Computer Programmer I Computer Programmer II Computer Programmer III	(see 1)	17.71 21.94 26.85 32.48 15.46 18.24 20.43 22.80 25.35 27.91
13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101	- - - - - - - - - - - -	Photographer II Photographer IV Photographer IV Photographer V Video Teleconference Technician Information Technology Occupations Computer Operator I Computer Operator II Computer Operator IV Computer Operator IV Computer Operator V Computer Programmer I Computer Programmer II Computer Programmer III Computer Programmer III Computer Programmer III Computer Programmer III	(see 1) (see 1)	17.71 21.94 26.85 32.48 15.46 18.24 20.43 22.80 25.35 27.91
13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103	- - - - III - - - - - - - - -	Photographer III Photographer IVI Photographer IV Photographer V Video Teleconference Technician Information Technology Occupations Computer Operator I Computer Operator III Computer Operator IVI Computer Operator IVI Computer Operator V Computer Programmer II Computer Programmer III Computer Programmer III Computer Programmer III Computer Programmer IVI Computer Systems Analyst II Computer Systems Analyst III	(see 1) (see 1) (see 1)	17.71 21.94 26.85 32.48 15.46 18.24 20.43 22.80 25.35 27.91
13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103	- - - - III - - - - - - - - -	Photographer II Photographer IV Photographer IV Photographer V Video Teleconference Technician formation Technology Occupations Computer Operator I Computer Operator II Computer Operator IV Computer Operator IV Computer Operator V Computer Programmer I Computer Programmer III Computer Programmer III Computer Programmer IV Computer Systems Analyst I Computer Systems Analyst II	(see 1) (see 1) (see 1) (see 1)	17.71 21.94 26.85 32.48 15.46 18.24 20.43 22.80 25.35 27.91
13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103 14150 14160	- - - - - - - - - - - - - - - - - - -	Photographer III Photographer IV Photographer IV Photographer V Video Teleconference Technician Iformation Technology Occupations Computer Operator I Computer Operator III Computer Operator IV Computer Operator IV Computer Operator V Computer Programmer I Computer Programmer III Computer Programmer III Computer Programmer III Computer Programmer III Computer Programmer IV Computer Systems Analyst I Computer Systems Analyst III Peripheral Equipment Operator Personal Computer Support Technician	(see 1) (see 1) (see 1) (see 1)	17.71 21.94 26.85 32.48 15.46 18.24 20.43 22.80 25.35 27.91 26.21
13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14045 14071 14072 14073 14074 14101 14102 14103 14150 14160	- - - - - - - - - - - - - - - - - - -	Photographer III Photographer IV Photographer IV Photographer V Video Teleconference Technician Information Technology Occupations Computer Operator I Computer Operator II Computer Operator IV Computer Operator IV Computer Operator V Computer Operator V Computer Programmer II Computer Programmer III Computer Programmer III Computer Programmer III Computer Programmer IV Computer Systems Analyst I Computer Systems Analyst II Peripheral Equipment Operator Personal Computer Support Technician Instructional Occupations	(see 1) (see 1) (see 1) (see 1) (see 1)	17.71 21.94 26.85 32.48 15.46 18.24 20.43 22.80 25.35 27.91 26.21
13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103 14150 14160 15000 -		Photographer III Photographer IVI Photographer IV Photographer V Video Teleconference Technician Information Technology Occupations Computer Operator I Computer Operator III Computer Operator IVI Computer Operator V Computer Operator V Computer Programmer II Computer Programmer III Computer Programmer III Computer Programmer III Computer Programmer IVI Computer Programmer IVI Computer Programmer IVI Computer Systems Analyst II Computer Systems Analyst III Peripheral Equipment Operator Personal Computer Support Technician Instructional Occupations Aircrew Training Devices Instructor (Non-Rated)	(see 1) (see 1) (see 1) (see 1) (see 1)	17.71 21.94 26.85 32.48 15.46 18.24 20.43 22.80 25.35 27.91 26.21
13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103 14150 14160 15000 -		Photographer III Photographer IV Photographer IV Photographer V Video Teleconference Technician Information Technology Occupations Computer Operator I Computer Operator III Computer Operator IV Computer Operator V Computer Operator V Computer Programmer II Computer Programmer III Computer Programmer III Computer Programmer III Computer Programmer IV Computer Systems Analyst I Computer Systems Analyst II Computer Systems Analyst III Peripheral Equipment Operator Personal Computer Support Technician Instructional Occupations Aircrew Training Devices Instructor (Non-Rated) Aircrew Training Devices Instructor (Rated)	(see 1) (see 1) (see 1) (see 1) (see 1)	17.71 21.94 26.85 32.48 15.46 18.24 20.43 22.80 25.35 27.91 26.21 18.24 25.35 33.39 39.07
13072 13073 13074 13075 13110 14000 - 14041 14042 14043 14044 14045 14071 14072 14073 14074 14101 14102 14103 14150 14160 15000 - 15010 15020 15030		Photographer III Photographer IVI Photographer IV Photographer V Video Teleconference Technician Information Technology Occupations Computer Operator I Computer Operator III Computer Operator IVI Computer Operator V Computer Operator V Computer Programmer II Computer Programmer III Computer Programmer III Computer Programmer III Computer Programmer IVI Computer Programmer IVI Computer Programmer IVI Computer Systems Analyst II Computer Systems Analyst III Peripheral Equipment Operator Personal Computer Support Technician Instructional Occupations Aircrew Training Devices Instructor (Non-Rated)	(see 1) (see 1) (see 1) (see 1) (see 1)	17.71 21.94 26.85 32.48 15.46 18.24 20.43 22.80 25.35 27.91 26.21

15060	- Educational Technologist	27.81
	- Flight Instructor (Pilot)	44.48
	- Graphic Artist	21.52
	- Technical Instructor	19.14
	- Technical Instructor/Course Developer	23.40
	- Test Proctor	16.88
	- Tutor	16.88
	Laundry, Dry-Cleaning, Pressing And Related Occupations	
	- Assembler	9.53
	- Counter Attendant	9.53
	- Dry Cleaner	12.42
	- Finisher, Flatwork, Machine	9.53
	- Presser, Hand	9.53
	- Presser, Machine, Drycleaning	9.53
	- Presser, Machine, Shirts	9.53 9.53
	- Presser, Machine, Wearing Apparel, Laundry	13.37
	- Sewing Machine Operator - Tailor	14.31
	- Washer, Machine	10.54
	Machine Tool Operation And Repair Occupations	10.54
	- Machine-Tool Operator (Tool Room)	21.94
	- Tool And Die Maker	28.83
	Materials Handling And Packing Occupations	20.03
	- Forklift Operator	18.25
	- Material Coordinator	21.90
	- Material Expediter	21.90
	- Material Handling Laborer	13.45
	- Order Filler	13.31
	- Production Line Worker (Food Processing)	18.25
	- Shipping Packer	13.97
	- Shipping/Receiving Clerk	13.97
	- Store Worker I	14.36
21150	- Stock Clerk	18.13
21210	- Tools And Parts Attendant	18.25
21410	- Warehouse Specialist	18.25
23000 -	Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	22.52
23021	- Aircraft Mechanic I	21.45
23022	- Aircraft Mechanic II	22.52
	- Aircraft Mechanic III	23.64
	- Aircraft Mechanic Helper	16.82
	- Aircraft, Painter	21.01
	- Aircraft Servicer	18.74
	- Aircraft Worker	19.60
	- Appliance Mechanic	20.68
	- Bicycle Repairer	16.09
	- Cable Splicer	28.57
	- Carpenter, Maintenance	23.83
	- Carpet Layer	22.53
	- Electrician, Maintenance	28.77
	- Electronics Technician Maintenance I	21.81
	- Electronics Technician Maintenance II	22.99
	- Electronics Technician Maintenance III - Fabric Worker	24.27 20.01
	- Fabric Worker - Fire Alarm System Mechanic	20.01
	- Fire Extinguisher Repairer	19.09
	- Fuel Distribution System Mechanic	24.43
	- Fuel Distribution System Operator	22.50
	- General Maintenance Worker	18.76
	- Ground Support Equipment Mechanic	21.45
	- Ground Support Equipment Servicer	18.74
	- Ground Support Equipment Worker	19.60
		17.00

23391 - Gunsmith I	19.09
23392 - Gunsmith II	21.42
23393 - Gunsmith III	23.83
23410 - Heating, Ventilation And Air-Conditioning	24.27
Mechanic	
23411 - Heating, Ventilation And Air Contditioning	25.43
Mechanic (Research Facility)	
23430 - Heavy Equipment Mechanic	23.48
23440 - Heavy Equipment Operator	25.39
23460 - Instrument Mechanic	23.83
23465 - Laboratory/Shelter Mechanic	22.58
23470 - Laborer	12.88
23510 - Locksmith	20.68
23530 - Machinery Maintenance Mechanic	24.11
23550 - Machinist, Maintenance	21.40
23580 - Maintenance Trades Helper	17.44
23591 - Metrology Technician I	23.83
23592 - Metrology Technician II	24.97
23593 - Metrology Technician III	26.17
23640 - Millwright	29.95
23710 - Office Appliance Repairer	19.98
23760 - Painter, Maintenance	20.15
23790 - Pipefitter, Maintenance	30.31
23810 - Plumber, Maintenance	26.53
23820 - Pneudraulic Systems Mechanic	23.83
23850 - Rigger	23.83
23870 - Scale Mechanic	21.42
23890 - Sheet-Metal Worker, Maintenance	25.35
23910 - Small Engine Mechanic	19.90
23931 - Telecommunications Mechanic I	23.28
23932 - Telecommunications Mechanic II	24.98
23950 - Telephone Lineman	22.17
23960 - Welder, Combination, Maintenance	22.81
23965 - Well Driller	23.83
23970 - Woodcraft Worker	23.83
23980 - Woodworker	18.32
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.68
24580 - Child Care Center Clerk	17.09
24610 - Chore Aide	10.34
24620 - Family Readiness And Support Services	15.22
Coordinator	
24630 - Homemaker	18.65
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.59
25040 - Sewage Plant Operator	21.47
25070 - Stationary Engineer	21.59
25190 - Ventilation Equipment Tender	17.06
25210 - Water Treatment Plant Operator	21.47
27000 - Protective Service Occupations	
27004 - Alarm Monitor	19.63
27007 - Baggage Inspector	14.41
27008 - Corrections Officer	20.63
27010 - Court Security Officer	21.05
27030 - Detection Dog Handler	18.64
27040 - Detention Officer	20.63
27070 - Firefighter	21.47
27101 - Guard I	14.41
27102 - Guard II	18.64
27131 - Police Officer I	27.10
27132 - Police Officer II	30.11
28000 - Recreation Occupations	

28041 - Carnival Equipment Operator		10.46
28042 - Carnival Equipment Repairer		11.01
28043 - Carnival Equpment Worker		8.72
28210 - Gate Attendant/Gate Tender		13.37
28310 - Lifeguard		11.70
28350 - Park Attendant (Aide)		14.95
28510 - Recreation Aide/Health Facility Attendant		14.52
28515 - Recreation Specialist		18.42
28630 - Sports Official		11.90
28690 - Swimming Pool Operator		19.18
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		20.22
29020 - Hatch Tender		20.22
29030 - Line Handler		20.22
29041 - Stevedore I		19.76
29042 - Stevedore II		21.30
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO)		35.77
30011 - Air Traffic Control Specialist, Station (HFO)		24.66
30012 - Air Traffic Control Specialist, Terminal (HFO)	(see 2)	27.16
30021 - Archeological Technician I		17.37
30022 - Archeological Technician II		19.77
30023 - Archeological Technician III		24.49
30030 - Cartographic Technician		24.49
30040 - Civil Engineering Technician		21.19
30061 - Drafter/CAD Operator I		17.37
30062 - Drafter/CAD Operator II		19.77
30063 - Drafter/CAD Operator III		22.04
30064 - Drafter/CAD Operator IV		27.11
30081 - Engineering Technician I		16.66
30082 - Engineering Technician II		18.71
30083 - Engineering Technician III		20.96
30084 - Engineering Technician IV		25.93
30085 - Engineering Technician V		31.73
30086 - Engineering Technician VI		38.36
30090 - Environmental Technician		22.52
30210 - Laboratory Technician		21.16
30240 - Mathematical Technician		25.93
30361 - Paralegal/Legal Assistant I		19.24
30362 - Paralegal/Legal Assistant II		24.79
30363 - Paralegal/Legal Assistant III		30.34
30364 - Paralegal/Legal Assistant IV		36.70
30390 - Photo-Optics Technician		25.93
30461 - Technical Writer I		21.06
30462 - Technical Writer II		25.76
30463 - Technical Writer III		31.17
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel	( 0)	22.74
•	(see 2)	22.98
Surface Programs	( 2 )	05 50
30621 - Weather Observer, Senior	(see 2)	25.53
31000 - Transportation/Mobile Equipment Operation Occupat	lions	10 50
31020 - Bus Aide		13.70
31030 - Bus Driver		20.47
31043 - Driver Courier		15.44
31260 - Parking and Lot Attendant		10.77
31290 - Shuttle Bus Driver		15.39
31310 - Taxi Driver		12.08
31361 - Truckdriver, Light		14.95

31362	- Truckdriver, Medium	19.55
31363	- Truckdriver, Heavy	22.78
31364	- Truckdriver, Tractor-Trailer	22.78
99000 -	Miscellaneous Occupations	
99030	- Cashier	9.92
99050	- Desk Clerk	11.53
99095	- Embalmer	26.69
99251	- Laboratory Animal Caretaker I	10.53
99252	- Laboratory Animal Caretaker II	11.58
99310	- Mortician	28.04
99410	- Pest Controller	18.16
99510	- Photofinishing Worker	13.47
99710	- Recycling Laborer	19.48
99711	- Recycling Specialist	21.25
99730	- Refuse Collector	16.10
99810	- Sales Clerk	13.11
99820	- School Crossing Guard	11.18
99830	- Survey Party Chief	21.38
99831	- Surveying Aide	14.17
99832	- Surveying Technician	19.46
99840	- Vending Machine Attendant	14.81
99841	- Vending Machine Repairer	16.91
99842	- Vending Machine Repairer Helper	14.81

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

#### THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541. 400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer

occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

- (1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;
- (2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;
- (3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or
- (4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).
- 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

# \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an

adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at http://www.dol.gov/esa/whd/ or through the Wage Determinations On-Line (WDOL) Web site at http://wdol.gov/.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE  $\{\text{Standard Form } 1444 \ (\text{SF } 1444)\}$ 

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or

disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.